** Delves Lane Primary School – KS2 Teacher**

**Person Specification and Criteria for Selection**

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **HOW CRITERIA WILL BE ASSESSED** |
| **APPLICATION** | * Fully comprehensive application form
* In addition, a well-structured supporting letter indicating beliefs, understanding of important educational issues and outlining experience
* Fully supported in reference
 |  | * + Application Form
	+ References
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| **QUALIFICATIONS** | * Qualified Teacher status
* Degree
* GCSE or equivalent in English and Mathematics at grade B or above
* Enhanced DBS
 | * Evidence of continuous professional development and commitment to further professional development
 | * + Application Form
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| **EXPERIENCE** | * Evidence of ability to demonstrate consistently high standards of behaviour management.
* Effective teaching and learning styles
* Evidence of a high level of competence as a classroom teacher
* Ability to demonstrate accuracy in and the importance of assessing pupil progress
* Evidence of actively promoting safeguarding procedures in a school.
* Ability to demonstrate high quality and effective marking and feedback.
* Understanding and successful experience of teaching in Key Stage 2
* Experience of successful and co-operative team work
 | * Experience of Accelerated Reader
* Experience of Talk 4 Writing program
* Experience of White Rose Maths Materials
 | * + Application Form
	+ References
	+ Interview
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| **PROFESSIONAL****DEVELOPMENT** | * Understanding and knowledge of the curriculum.
* Ability to demonstrate professional development in classroom practice, acting swiftly upon advice given.
* Evidence of willingness to keep up to date with educational issues.
 | * Evidence of desire to further develop teaching and learning skills.
* Ability and desire to lead whole school events.
 | * + Application Form
	+ References
	+ Interview
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| **SKILLS** | * A commitment to accelerating pupil progress and reaching challenging targets
* Ability to deliver core and foundation subjects with cross-curricular teaching and learning.
* Ability to respond flexibly and sensitively to the differing needs of children.
* Ability to communicate effectively, both verbally and in writing.
* Organisational ability and the ability to meet deadlines, prioritise and manage own time effectively.
* Ability to readily establish professional relationships with all stakeholders and work as a team.
* Ability to use a variety of excellent behaviour management strategies.
* Evidence of ability to create a happy, challenging and effective learning environment.
* Excellent subject knowledge and clear understanding of the progression of skills in English and Maths.
* Evidence of contribution to extra-curricular activities and willingness to continue.
* An ability to use ICT confidently to enhance children’s learning and embed cross curricular learning
 | * Ability to analyse and evaluate external and internal data in order to accurately assess pupil progress.
* A willingness to lead and coordinate a subject, e.g. Computing
 | * + Application Form
	+ References
	+ Interview
	+ Lesson

 Observation |
| **SPECIAL KNOWLEDGE** | * Detailed knowledge of the structure and content of the National Curriculum.
* An understanding of the necessary assessment procedures relating to primary education.
* Knowledge of the statutory requirements of legislation concerning SEND.
* Knowledge of safeguarding and child protection issues.
* A clear vision and understanding of the needs of Primary pupils including special needs.
* Understanding and knowledge of current issues in education.
 | * Knowledge of Rights Respecting Schools Award
 | * + Application Form
	+ References
	+ Interview
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| **PERSONAL ATTRIBUTES** | * Ability to demonstrate enthusiasm and sensitivity whilst working with others
* A patient, friendly, caring attitude towards pupils and parents
* A positive and flexible attitude towards new situations
* Effective working relationships, professional attitude and sense of humour
* To create a stimulating learning environment and have an innovative approach to teaching and learning
* A willingness to try a range of teaching strategies to ensure that all pupils achieve their very best
* To be approachable, friendly, trustworthy
* Ability to demonstrate professionalism at all times.
* A willingness to be involved in the life of the school
 |  | * + Application Form
	+ References
	+ Interview
	+ Lesson

 Observation |