



Hilton Primary Academy - Person Specification –Teacher

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	A DCSF recognised and relevant teaching qualification.
2	Able to design and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.
3	Recent experience of teaching across the primary age range.
4	A good knowledge and understanding of all curriculum areas and the relevant statutory and non-statutory curricula / frameworks.
5	A good, up to date working knowledge and understanding of teaching, learning and assessment. Excellent classroom and behaviour management strategies.
6	Good written communication skills
7	Evidence of relevant and on-going professional development, training and experience of curriculum innovation. Must be judged as at least good consistently in lesson observations and have potential to develop towards outstanding practice over time.
8	Understanding of safeguarding practices.

Desirable

8	Willingness to contribute to school events and activities.
9	Other interests / expertise that would benefit learners and the school.
10	Knowledge of examination / testing requirements.

Part B: Assessment Stage

Items 1 - 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress.
2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Able to engage and motivate learners in the school environment.
4	Able to contribute to and support the development of the curriculum. (If NQT a willingness to shadow someone).
5	Have positive values, attitudes and have high expectations for learners.
6	Be aware of current legislation, policies and guidance on the safeguarding of

	learners and the promotion of their well being.
7	Able to work collaboratively as member of a team and contribute to the professional development of colleagues, including the sharing effective practice.
8	Able to plan, organise and prioritise and manage time effectively.
9	Good verbal and interpersonal skills
10	Able to use ICT knowledge and skills in the learning environment.
11	Have positive values, attitudes and have high expectations for learners.

Desirable

12	A willingness and / or ability to teach across the primary age range
13	Willing and able to contribute to extra-curricular activities.
14	Willing and able to contribute to whole school development initiatives / school improvement planning / self evaluation.

The following methods of assessment will be used: Interview and lesson observation

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Criminal Records Bureau
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
3	Able to meet the national AST standards and assessment process
4	Qualified teacher Status with professional registration with the General Teaching Council for England
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Medical clearance