

Model Person Specification –Teacher, Community School

Part A: Application Stage

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

Essential

1	A DfE 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 Primary School subject areas.
4	A good knowledge and understanding of primary school subject(s) / 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 behaviour management strategies.
6	Good written communication skills
7	Evidence of relevant and on-going professional development and training, <i>(not applicable for a NQT.)</i>

Desirable

8	A BA/BSc Degree in the subject area (or related to the subject area) or relevant in depth knowledge of subject area.
9	Other interests / expertise that would benefit learners and the school.
10	Knowledge of examination / testing requirements.
11	Able to teaching in an additional Key Stage(s) primarily focused on Early Years setting.
12	Excellent use and understanding of modern technology, its application and use in the classroom, and the wider school context is desirable.

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
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 / secondary age range; primarily in Early Years setting.
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:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	Yes	Structured discussion with pupils	Yes
Other (specify)	No	Other (specify)	No

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 Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Professional Registration/QTS check with the National College for Teaching and Leadership
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Medical clearance
7	A good attendance record