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| **Blue Coat CE (VA) Junior School****POST OF TEACHER****PERSON SPECIFICATION AND CRITERIA FOR SELECTION** |
| **essential** | **desirable** | **how criteria will be assessed** |
| * Fully supported in reference
* Well structured supporting letter indicating beliefs, understanding of important educational issues and style of classroom management (No more than 1000 words)
 |  | 1. Application Form
2. References
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| 1. Qualified Teacher status
 | 1. Either evidence of further study - CPD
 | 1. Application Form
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| 1. To support the Christian ethos of the school.
2. Ability to demonstrate high standards of classroom practice
3. Teaching knowledge/ experience in KS2 specifically History.
4. Successful experience of highly effective teaching skills
5. Successful experience in planning and teaching within all curriculum subjects
 | 1. Experience in teaching pupils with EAL
2. A proven record in promoting curriculum development
3. Commitment to the parent/community involvement
 | 1. Application Form
2. References
3. Interview
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| 1. Ability to organise, manage and teach children in a highly effective manner by setting high expectations which inspire, motivate and challenge, and which ensure good progress and outcomes by pupils.
2. Clear knowledge of curriculum management – planning, delivery and assessment
3. Ability to deliver core and foundation subjects, with cross curricular teaching and learning.
4. Ability to respond flexibly and sensitively to the differing needs of children
5. Ability to create a purposeful, challenging and happy learning environment where children feel secure and confident.
6. Ability to communicate effectively, both verbally and in writing
7. Ability to use ICT effectively both in classroom practice and within own professional work
8. To share knowledge and expertise with colleagues, children and parents
9. A clear vision and understanding of the needs of children, including those with special needs
10. Knowledge of safeguarding and child protection issues
11. Communicate effectively in a variety of situations
12. Ability to analyse and evaluate external and internal data in order to accurately assess pupil progress
 | 1. A clear educational vision coupled with a sense of humour
2. Experience of leading an area of the curriculum in school.
 | 1. Application Form
2. References
3. Interview
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| 1. To be highly motivated and enthusiastic
2. To be flexible, open-minded, self-evaluative and adaptable to changing circumstances and new ideas.
3. Ability to be an effective team player
4. Ability to demonstrate a stimulating and innovative approach
5. A caring attitude towards pupils, colleagues and parents and the ability to establish and maintain good relationships.
6. To be professional at all times.
7. To be self- motivated and have a sense of humour / fun.
 | 1. Interest in developing an extra curricular activity where/when appropriate
 | 1. Application Form
2. References
3. Interview
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