



Person Specification – Teacher / Phase Leader MPS/UPS + TLR2B

SMART Multi-Academy Trust, Stocksfield Avenue Primary School

Part A: Application Stage

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

Essential

1	Evidence of outstanding teaching and learning, and consistently high standards.
2	Experience of teaching within the primary age range.
3	Experience of leading a curriculum area.
4	Strong communication and organisational skills.
5	Approachable, calm disposition and able to work effectively with staff, parents and pupils.
6	Strong behaviour management skills.
7	Evidence of ongoing CPD including a leadership qualification, or the willingness to complete a leadership qualification.
8	A comprehensive understanding of the crucial role of safeguarding within school.
9	Ability to persuade and influence others.
10	Ability to analyse data.

Desirable

11	An interest in Forest schools, outdoor education, MFL or performing arts.
12	Experience of leading a core subject, or an aspect of a core subject.
13	Experience of supporting colleagues, NQTs or RQTs.
14	Experience of gaining awards, or quality marks for a curriculum area

Part B: Assessment Stage

Items 1-12 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	Able to assist in the development of school plans and policies.
2	Able to plan workload, manage time effectively and set priorities.
3	Good written and oral communication skills.
4	Persuasive, positive and confident in a range of different environments.
5	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none">▪ high motivation to work with children and young people▪ ability to form and maintain appropriate relationships and personal boundaries with children, young people and families.▪ emotional resilience in working with challenging behaviours

	▪ respect for authority and maintaining discipline.
6	No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.

The following methods of assessment will be used:

Method	
Stage 1: Observation in candidate's current school	Yes
<i>Following observations, candidates may or may not be invited for a formal interview</i>	
Stage 2: Interview	Yes

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, S128 barring checks, Right to Work Checks and any other checks required for the role
4	Medical clearance
5	Professional registration/QTS check with the National College for Teaching and Leadership
6	Two references from current and previous employers (or education establishment if applicant not in employment)