**Cotsford Primary School**

**Person Specification and Criteria for Selection**

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **HOW CRITERIA WILL BE ASSESSED** |
| **APPLICATION** | * Fully supported in reference
* A separate well-structured supporting letter indicating vision and belief for effective teaching and learning and examples of successes (maximum 2 x A4 sides)
 |  | * Application Form
* References
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| **QUALIFICATIONS** | * Degree
* Qualified Teacher Status (Please note that any offer of employment is subject to attainment of QTS prior to appointment)
 | * Evidence of participation in professional development or further study
 | * Application Form
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| **EXPERIENCE** | Must have clear evidence of the following:* Ability to demonstrate experience and high standards of recent (within the last two years) classroom practice
* To be judged as a good or better teacher (please specify source)
* High standards of classroom management and practice
* Experience of using assessment to inform planning, measure the progress of pupils against National expectations and to plan appropriate and effective intervention
* Experience of and desire to develop cross curricular teaching
* Demonstrate excellent subject knowledge
* Passionate about creating a stimulating learning environment where children can grow and flourish
* Creative and imaginative in approach to teaching and learning which engages all children including those with SEND
 | * Organising and running extra-curricular activities
* Successful teaching experience in more than one key stage
* Experience teaching phonics and developing early reading
* Experience of using Classroom Dojo to enhance home learning
 | * Application Form
* References
* Interview
* Observation (Virtual if required)
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| **PROFESSIONAL DEVELOPMENT** | * Ability to take on curriculum leadership within a primary school
* Evidence of professional development
 | * Attendance at relevant courses
* Evidence to demonstrate effective CPD
 | * Application Form
* References
* Interview
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| **SKILLS** | * An excellent classroom practitioner
* Ability to plan and deliver the curriculum effectively and assess pupil work accurately
* Skilled and confident in the teaching of English and Mathematics
* Evidence of teaching high standards and pupils making at least good progress
* Track record of actively promoting safeguarding procedures in a school
* Able to make and maintain excellent relationships with children, parents and carers, colleagues and outside agency staff
* Excellent communicator in both spoken and written English
 | * Experience of effectively leading a subject area with evidence of impact
* To have strategic skills in moving school priorities forward e.g. developing action plans, monitoring progress and evaluating improvement.
 | * Application Form
* References
* Interview process
* Observation (Virtual if required)
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| **SPECIAL KNOWLEDGE** | * Detailed knowledge of the structure and content of the 2014 National Curriculum
* Ability to deploy a range of strategies to achieve effective behaviour management in line with school policy
* Use of assessment for learning to improve standards, including excellent quality marking and feedback to accelerate learning
* Detailed planning with clear outcomes and challenge for all learners
* Teaching using Assessment for Learning continually
 | * Experience of analysing and evaluating internal data for class and subject led
 | * Application Form
* References
* Interview process
* Observation (Virtual if required)
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| **PERSONAL ATTRIBUTES** | * Be passionate about educating children to become confident lifelong learners, whilst treating them with respect and offering quality care, guidance and support
* A willingness to try a range of teaching strategies to ensure that all pupils maximise their potential
* Ability to work independently and as part of a team
* Willingness to be fully involved and committed to all aspects of Cotsford Primary life
* Commitment to ongoing professional development
* Inspire learners by engaging the curriculum through the use of enrichment activities
* Flexible, warm, positive and enthusiastic approach
 |  | * Application Form
* References
* Interview process
* Observation (Virtual if required)
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