
## Person Specification –Teacher with TLR Responsibility

## Byker Primary School

# Part A: Application Stage

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

# Essential

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| --- | --- |
| 1 | A DCSF recognised and relevant teaching qualification. |
| 2 | A demonstrable and proven track record of achievement in teaching across Key Stage 2. This includes experience of Year 6 end of year assessment |
| 3 | Experience of effective co-ordination / management / leadership of teachers in a primary setting |
| 4 | Experience of managing / supervising teaching and/or support staff. |
| 5 | A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies. |
| 6 | Knowledge and understanding of examination / testing requirements in KS2 and using data effectively to inform teaching.  |
| 7 | Good written communication skills |
| 8 | Evidence of appropriate, relevant and on-going professional development and training. |

# Desirable

|  |  |
| --- | --- |
| 9 | Other interests / expertise that would benefit learners and the school. |
| 10 | Ability to manage a budget. |
| 11 | Experience of working on or with a School Leadership Team. |
| 12 | Able to teach additional Key Stage(s)  |
| 13 | Experience of developing and delivering in service training for staff |
| 14 | The ability to use relational and restorative practice within school |

# Part B: Assessment Stage

Items 1 - 8 of the application stage criteria and the criteria below will be further explored at the assessment stage:

# Essential

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| --- | --- |
| 1 | An ability to motivate, support and monitor teaching staff to ensure that standards are raised and targets and priorities of the school are achieved. |
| 2 | An understanding and ability to set realistic and challenging targets and be able to assess and review learners’ progress within areas of the curriculum. |
| 3 | A knowledge and understanding of the school self-assessment process. |
| 4 | Able to communicate effectively with children, young people, staff and parents/carers. |
| 5 | Able to engage and motivate learners in the school environment. |
| 6 | Have positive values, attitudes and have high expectations for learners. |
| 7 | Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well-being. |
| 8 | Able to work collaboratively as member of a team, (and as a leader of a team), and contribute to the professional development of colleagues, including the sharing of effective practice. |
| 9 | Able to plan, organise and prioritise and manage time effectively. |
| 10 | Good verbal, interpersonal and leadership skills. |
| 11 | Able to motivate a create an effective staff team |
| 12 | willingness to contribute to whole school development initiatives  |

# Desirable

|  |  |
| --- | --- |
| 11 | A willingness to teach across the primary age range |
| 12 | A willingness to contribute to extracurricular activities. |
| 13 | Able to use ICT knowledge and skills in the learning environment. |

The following methods of assessment may be used:

|  |  |  |  |
| --- | --- | --- | --- |
| **Method** |  | **Method** |  |
| Interview | Yes | Presentation | Yes |
| Lesson Observation | Yes | Structured discussion with pupils | 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 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 |
| 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 |
| 7 | A good attendance record |