

**PERSON SPECIFICATION**

**MAIN PAY RANGE TEACHER**

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| **Essential**  The criteria used should be kept to a reasonable number | **Desirable** | **Source of Evidence** |
| **1. Qualifications and Training**   * Qualification Teacher Status (QTS) * Evidence of continued career development. |  | Application Form  Written Reference |
| **2. Experience**  Experience of teaching in the Foundation Stage/Key Stage 1 and 2, with evidence of having achieved successful pupil outcomes   * Knowledge and understanding of how young children learn; * A sound grasp of the concept of inclusive practice; * Knowledge of issues relating to equal opportunities; multi-cultural education;   personal and social education; special educational needs and how to meet  the needs of gifted children;   * A clear grasp of the Early Years Foundation Stage/Key Stage 1 and 2 curriculum; * Knowledge of current educational issues. | * Able to demonstrate experience of effecting change in teaching, learning or curriculum at classroom level. | Application Form  Written Reference  Selection Activity  Formal Interview |
| **3. Professional Knowledge**  A clear and good understanding of current educational issues, theory and practice, with particular regard to:   * The National Curriculum; * Subject Pedagogy; * Equality and issues relating to pupils’ access to teaching; * Classroom organisation and class management. | * An open mind to educational initiatives. | Letter of Application Formal Interview  Selection Activity |
| **4. Professional Skills**  The ability to create a safe and rich learning environment involving:   * Clear ideas for, and demonstrated * experience of, classroom organisation, planning and record keeping; * A good understanding of child development and the ability to differentiate and select appropriate resources in accordance with pupils’ ability. | * Contribution to the wider life of the school including enrichment activities outside of curriculum time. | Letter of Application  Formal Interview  Selection Activity |
| **Essential**  The criteria used should be kept to a reasonable number | **Desirable** | **Source of Evidence** |
| * Creating a stimulating and enriching visual environment for the classroom; * The ability to work closely with teaching and support staff in developing the school curriculum and the pastoral work of the school; * The ability and willingness to work with parents and encourage their active participation in Education. |  |  |
| **5. Personal Attributes**   * Good written and oral communication skills. * Flexibility and willingness to be involved in the school and see the school as a community. | * Willingness to share experience, skills and knowledge and possess the ability to encourage others to do so. | Letter of Application  Formal Interview  Selection Activity |
| **6. Personal**  Able to demonstrate a commitment to:   * Equal opportunity for all school users; * Encouraging children to develop self-esteem and tolerance of others; * Furthering your own professional knowledge, skills and experience. |  | Letter of Application  Formal Interview  Selection Activity |
| **7. Safeguarding Children**   * Able to form and maintain appropriate relationships and personal boundaries with children * Has appropriate motivation to work with children and young people * Has the ability to maintain appropriate relationships and personal boundaries with children and young people * Has emotional resilience in working with challenging behaviours; and appropriate attitudes to the use of authority and maintaining discipline * Demonstrate commitment to safeguarding and promoting the welfare of children and young people in accordance with the DfE statutory guidance Keeping children safe in education |  | Selection Activity  Written Reference  Formal Interview |