

**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 FormWritten 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 meetthe 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 FormWritten ReferenceSelection ActivityFormal 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.
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| **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 ApplicationFormal InterviewSelection 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 ApplicationFormal InterviewSelection 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 ActivityWritten ReferenceFormal Interview |