

## Person Specification – KS2 Teacher, Archibald First School

# Fixed Term

# 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 DFE recognised and relevant teaching qualification |
| 2 | Demonstrable track record of excellent teaching practice, which successfully impacted on learner outcomes for all pupils by providing engaging and inspirational activities and personalising learning for individual needs |
| 3 | Recent experience of teaching in Key Stage 2 with ambitious standards and high expectations for **all** learners. |
| 4 | Evidence of teaching which is innovative, creative and effective |
| 5 | A good knowledge and understanding of the Primary National Curriculum and other relevant statutory and non-statutory frameworks |
| 6 | A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies |
| 7 | Evidence of strong collaborative working including working with integrity, positivity and resilience. |
| 8 | Good written and verbal communication skills |
| 9 | Evidence of relevant and on-going professional development and training |
| 10 | Evidence of a commitment to promoting the welfare and safeguarding of children |

# Desirable

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| 11 | Proven ability of leading a key curriculum area including on-going monitoring and evaluation of the impact across the primary age range (Art, DT) |
| 12 | A BA/BSc Degree or relevant in-depth knowledge of subject area |
| 13 | Other interests / expertise that would benefit learners and the school |

# Part B: Assessment Stage

Items 1 - 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

# Essential

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| 1 | Have positive, inclusive values, attitudes and high expectations for **all** learners. |
| 2 | Able to communicate effectively verbally and in writing with children, young people, colleagues and parents/carers. |
| 2 | Able to engage and inspire learners in the school environment. |
| 3 | An understanding and ability to set realistic and challenging targets and be able to assess and review the progress of **all** learners. |
| 4 | Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their wellbeing. |
| 5 | Able to work collaboratively as a member of a team. |
| 6 | Able to plan, organise and prioritise and manage time effectively. |
| 7 | Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including:   * Motivation to work with children and young people * Ability to form and maintain appropriate relationships and personal boundaries with children and young people * Emotional resilience in working with challenging behaviours * Attitude to use of authority and maintaining discipline |
| 8 | No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post |

**Part C: Additional Requirements**

The following criteria must be judged as satisfactory when pre-employment checks are completed:

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| 1 | Enhanced Disclosure and Barring Service Check |
| 2 | Additional criminal record checks if applicant has lived outside the UK |
| 3 | DBS Barred List Check |
| 3 | Medical clearance |
| 4 | Professional registration/QTS check with the National College for Teaching and Leadership |
| 5 | Two references from current and previous employers (or education establishment if applicant not in employment) |
| 6 | Right to work check and any other statutory check required by an educational establishment |