

## PERSON SPECIFICATION

Post Title:	Teacher
Grade	Main scale

Method of assessment: Application form (AF), Interview (I), Lesson observation (LO)

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
<b>Education and Qualifications</b>	<p>Qualified Teacher Status (AF)</p> <p>Evidence of improving teaching through appropriate professional development including responding to advice and feedback from colleagues as well as self reflection (AF)</p>	<p>Other relevant higher professional qualification (AF)</p> <p>Middle leader qualification such as NPQML (AF)</p>
<b>Experience and Knowledge</b>	<p>Have a secure knowledge of the relevant subject(s) and curriculum areas. (I &amp; LO)</p> <p>Understand and evidence promoting high standards of literacy, articulation and the correct use of standard English, whatever the Teacher's specialist subject (LO)</p> <p>Demonstrate a clear understanding of systematic synthetic phonics and appropriate teaching strategies for maths (I &amp; LO)</p> <p>Demonstrate a critical understanding of developments in the national curriculum. (I)</p> <p>Demonstrable experience of making a positive contribution to the wider life and ethos of a school. (AF)</p> <p>Understand the statutory frameworks which set out your professional duties and responsibilities including reference to health and safety and safeguarding. (AF &amp; I)</p> <p>Demonstrate knowledge and understanding of:</p> <ul style="list-style-type: none"> <li>• how pupils develop and learn</li> <li>• what can inhibit learning</li> <li>• pupils' capabilities and prior knowledge</li> </ul> <p>and how you have incorporate this</p>	<p>To have good curriculum knowledge across the key stages relevant to this school (AF)</p> <p>Experience of mixed age teaching (AF)</p>

into your planning and teaching (AF & I)

Evidence of building and maintaining good relationships with pupils rooted in mutual respect and adhering to proper boundaries. (I & LO)

Communicate effectively and professionally with colleagues and parents, the latter with regard to pupils' achievements and well-being as well as with colleagues. (AF)

Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback and take responsibility for their learning. (AF)

Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements and making use of formative and summative assessment to secure pupils' progress. (AF & I)

Experience of using relevant data to monitor progress, set challenging targets, and plan subsequent lessons. (AF & I)

Experience of using differentiation effectively and appropriately, using approaches which can be taught effectively (AF & I)

Evidence how home work and other out of class activities can extend the knowledge and understanding pupils have acquired (AF)

Experience of deploying support staff effectively to enhance the learning of pupils. (AF)

<b>Ability and Skills</b>	<p>Be able to inspire, motivate and challenge pupils of all backgrounds, abilities and dispositions to achieve the high expectations set for them by understanding their needs and using and evaluating distinctive teaching approaches to engage and support them (AF &amp; I).</p> <p>Be able to manage behaviour effectively, fairly and consistently using a range of strategies both in the classroom and beyond. (I &amp; LO)</p> <p>Building and maintaining good relationships with pupils rooted in mutual respect and adhering to professional boundaries.</p> <p>Demonstrate consistently the positive attitudes, values and behaviours which are expected of pupils. (AF)</p>	
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This post requires satisfactory clearance of an enhanced DBS check with barred list check, satisfactory medical clearance and receipt of 2 satisfactory references.