

PERSON SPECIFICATION

Assessment focus: - blue shading

- 1 Written application 2 Documentary evidence 3 Interview process 4 References

EDUCATION AND PROFESSIONAL QUALIFICATIONS	Essential/Desirable	Assessment focus			
		1	2	3	4
Training in specific subject area	Essential				

TEACHER - EXPERIENCE AND SKILLS					
Excellent interpersonal, communication and organisational skills	Essential				
Excellent teaching skills which promote children’s learning.	Essential				
Positive attitudes and high expectations.	Essential				
Ability to motivate children to do their best.	Essential				
Ability to be a very effective teacher of children with EAL and SEND.	Essential				
Very good behaviour management.	Desirable				
Good awareness of inclusion and equalities issues.	Essential				
Confident ICT skills	Essential				
Evidence of outstanding teaching	Desirable				
Successful experience of teaching in a multilingual, multi-faith school	Desirable				
Ability to speak a community language: Arabic, Bengali, Gujarati, Hindi, Punjabi, Somali or Urdu	Desirable				
Ability to show evidence of impacting positively on children’s progress.	Desirable				
Evidence of outstanding teaching of teaching phonics	Desirable				
Ability to teach across the primary curriculum	Desirable				

SUBJECT LEADERSHIP - EXPERIENCE AND SKILLS					
Experience with empowering others or leading a team	Essential				
Positive attitudes and high expectations.	Essential				
Evidence of sustained improvement of own work	Essential				
Evidence of improved behaviour and attendance of pupils	Essential				
Keep an expert in the specific subject field	Essential				
Able to give professional developmental feedback	Essential				
Able to hold others to account and take accountability for own decisions and actions	Essential				
Promote the vision, values and ethos of the school	Essential				

WORKING WITH CHILDREN					
An ability to be a personal role model of professionalism, having high expectations of self and others	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
To uphold and model our school values	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Ability and willingness to implement the school's policies and procedures associated with managing pupils' behaviour	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Ability and willingness to implement the school's policies and procedures associated with teaching and learning	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Be able to plan and deliver lessons that motivate, inspire and challenge children of all abilities to want to learn	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Ability to mark work and provide pupils with feedback to move their learning forward	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Experience of assessing, tracking and monitoring pupils' progress	Desirable	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Experience of differentiation to meet the needs of all children including the more able and those with SEND	Desirable	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
WORKING WITH OTHERS					
Effectively guide and manage the work of a teaching assistant ensuring they are performing at 'good' consistently	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
To lead and empower other teaching staff	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Ability to develop and maintain positive relationships with children and adults	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
OTHER					
Good organisation and ability to meet deadlines.	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Enhanced DBS	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Excellent attendance and punctuality record	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Personal commitment to professional development	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Knowledge of child safeguarding procedures	Essential	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

