

**Person Specification**

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the post. The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the Essential Criteria.

The **How Identified** column shows how the panel will obtain the necessary information about you.

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|  | **ESSENTIAL CRITERIA** | **HOW IDENTIFIED** | **DESIRABLE CRITERIA** | **HOW IDENTIFIED** |
| **Qualifications** | * Qualified Teacher Status.
* Teaching experience with pupils in the Primary or Secondary sector.
 | Application form, Checking of Certificates and letter of application. | * Evidence of other related recent study
 | Application form. |
| **Work-Related Experience and Associated Skills** | **Evidence of:*** Leading a team of professionals
* Recent knowledge and experience of EYFS practices, planning and implementation
* Proven experience as an outstanding classroom practitioner
* Proven record of the use of formative assessment in raising the achievement of all pupils
* Ability to manage and motivate pupils
* Experience and understanding of what constitutes high quality teaching and learning
* Understanding of an effective learning environment and the ability to create an inclusive learning environment which effectively promotes children’s learning
* Understanding of the principles of effective assessment and record keeping and their use in raising personal and academic achievement
* Organised approach with the ability to initiate or implement new ideas
* A knowledge, understanding and commitment to safeguarding and promoting the welfare of all children in school
* To be confident in the use of ICT & Interactive Whiteboard and their application across the curriculum
* Further professional development
 | Application form/ Letter of application/ Interview. | * Involvement in extra curricular activities
* Evidence of working in more that one key stage
 | Application form/ Letter ofapplication and interview |
| **Personal Skills/Specialist Knowledge** | **Evidence of:*** The commitment to teaching young people and their continued academic, personal and social development
* Ability to work as part of a strong, friendly team and contribute to team dynamics
* Evidence of ongoing personal professional development
* The ability to form and sustain effective professional relationships with a wide range of stakeholders (parents, pupils, governors, staff and the wider community)
* The willingness to involve yourself in the wider life of the school including some after school and evening work
* Good time management and organisational skills
* A commitment to furthering your own professional knowledge and skills
* Have high expectations of all children and a commitment to inspiring pupils through a creative approach to the curriculum
* The ability to be flexible and adapt to change as required
* To consistently exemplify the current high standards for both children’s learning and behaviour
* Knowledge of the need to Safeguard children
 | Application form/ Letter of application/ Interview |  |  |
| **Special Working Conditions** | Support appropriate out of school visits/activities that enhance the learning of the pupils | Letter of application/Interview |  |  |

