

**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 of  application 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 |  |  |

