

## Person Specification for a Main Scale Teaching Post at St. Mary's Church of England Primary School

The school is committed to safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. This post is subject to an enhanced DBS check.

Category	Essential	Desirable	Evidence
<b>Application</b>	<ul style="list-style-type: none"> <li>Fully supported by references</li> <li>Well written, structured and presented application</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge and understanding of current educational issues and their relevance for this school</li> </ul>	<ul style="list-style-type: none"> <li>Application, references</li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Department for Education recognised teacher qualifications (QTS)</li> </ul>	<ul style="list-style-type: none"> <li>Degree</li> </ul>	<ul style="list-style-type: none"> <li>Application, interview</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Can demonstrate proven ability as an excellent teacher</li> <li>Experience of working collaboratively and as part of a team</li> </ul>	<ul style="list-style-type: none"> <li>Proven record of effective subject leadership</li> <li>Proven record of excellent teaching in EY</li> <li>Experience of teaching mixed-age classes</li> </ul>	<ul style="list-style-type: none"> <li>Letter of application, interview</li> </ul>
<b>Professional knowledge and skills</b>	<ul style="list-style-type: none"> <li>Secure knowledge of the National Curriculum/ Early Years Curriculum, statutory assessments and age-related expectations.</li> <li>Can demonstrate high expectations of children</li> <li>Can demonstrate an ability to deliver the content of the National Curriculum, plan and resource sequences of lessons which challenge and engage children through creative opportunities and innovative practice.</li> <li>Demonstrate a good understanding of formative and summative assessments, and regular, appropriate and effective feedback to secure at least good progress.</li> <li>Can demonstrate secure knowledge and understanding of the needs of primary age pupils, including the most able and those with special educational needs.</li> <li>Can demonstrate an ability to work well with and develop partnerships with parents/carers and other stakeholders</li> <li>Thorough knowledge and understanding of safeguarding and demonstrate commitment to the personal welfare and safeguarding of children.</li> <li>Understand the importance of personal self-care and well-being</li> <li>Can demonstrate what constitutes appropriate and successful relationships with children</li> </ul>	<ul style="list-style-type: none"> <li>Evidence on how the learning environment supports high standards</li> </ul>	<ul style="list-style-type: none"> <li>Application form, lesson observation, interview</li> </ul>

	<ul style="list-style-type: none"> <li>• Can demonstrate excellent behaviour management skills</li> </ul>		
<b>Professional Values</b>	<ul style="list-style-type: none"> <li>• Can demonstrate willingness to use variety of teaching strategies to engage all learners</li> <li>• Flexible, adaptable and resilient</li> <li>• Demonstrate a commitment to professional development</li> </ul>		<ul style="list-style-type: none"> <li>• Application, interview</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Is enthusiastic, highly motivated and committed.</li> <li>• Is passionate about teaching and learning.</li> <li>• Responsive to feedback, challenge and support with a reflective approach</li> <li>• Can demonstrate excellent organisational skills.</li> <li>• Willingness to participate in the full life of the school, including developing extra-curricular activities</li> </ul>	<ul style="list-style-type: none"> <li>• Support for an enriched curriculum through out of hours learning and educational visits.</li> </ul>	<ul style="list-style-type: none"> <li>• Application, references, interview</li> </ul>