



## 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 KS2</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>

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	<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>

Investing in  
 the UNIQUENESS  
 of each *individual*

"I Am Fearfully And Wonderfully Made"  
 – Psalms 139 v14

 Love  Trust  Hope