



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.

	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 - 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 than 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		

