

Nicol Mere Primary School



APPOINTMENT OF MAINSCALE TEACHER PERSON SPECIFICATION/SELECTION CRITERIA

Note: Candidates failing to meet any of the essential criteria will automatically be excluded.

Sources of Evidence

A-Application

R-Reference

I-Interview

O - Observation

A TRAINING AND QUALIFICATIONS	Essential/Desirable	Evidence Source
Qualified teacher status	E	A
Degree.	E	A
Relevant and recent qualifications	D	A
Paediatric First Aid qualification	D	A
An enhanced DBS	E	A

B SKILLS, ABILITIES AND EXPERIENCE	Essential/Desirable	Evidence Source
The ability to work collaboratively as part of a team	E	A/I/R
Teaching demonstrates high expectations and standards of pupils' behaviour	E	A/I/O
Hold relevant teaching experience	E	A/I/R
The ability to have excellent relationships with colleagues, parents, leaders, governors and children.	E	A/I/R
High level of written and oral communication skills	E	A/I/O

C PROFESSIONAL KNOWLEDGE AND UNDERSTANDING	Essential/Desirable	Evidence Source
All Teacher Standards (Updated 2021) are met to a high standard	E	A/I/O/R
Sound knowledge of the National Curriculum	E	A/I
Effective teaching and learning strategies	E	A/I
An excellent knowledge of the statutory assessments	E	A/I
A strong understanding of how to safeguard children effectively.	E	A/I/R
A strong understanding of child development and well-being.	E	A/I
A strong understanding of effective provision for SEND pupils	E	A/I/O
Can demonstrate a thorough understanding of the assessment cycle and how progress and attainment data is used to inform future teaching.	E	A/I/O
Monitor, assess, record and report on pupils' progress	E	A/I/O/R
A proven track record of securing good progress with pupils	E	A/I/O/R
Plan effectively, adapting the curriculum to meet the needs of all learners.	E	A/I/O/R
Demonstrates highly effective use of ICT to enhance the learning and teaching of all subjects	E	A/I/O
Commitment to continuing professional development.	E	A/I

D OTHER	Essential/Desirable	Evidence Source
A pleasant manner and good interpersonal skills	E	A/I
Enthusiasm for the post and a natural capacity for hard work	E	A/I
Demonstrates a happy, positive demeanour with an upbeat 'can do' attitude		A/I/O
Effectively engage in coaching and mentoring as part of professional development		A/I
Is self-motivated, eager to learn and keeps abreast innovations in education		A/I
Contribute to the life of school, including family events, enrichment clubs, team events etc.		
Commitment to the ethos and values of Nicol Mere Primary School	E	A/I
Letter/Personal Statement should be clear and concise	E	A
Letter/Personal Statement should address the criteria identified in the person specification	E	A
Two supportive references	E	A