

PERSON SPECIFICATION

Post Title:	Teacher
Grade	Main scale

Method of assessment: Application form (AF), Interview (I), Lesson observation (LO)

ATTRIBUTES	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Education and Qualifications	<p>Qualified Teacher Status (AF)</p> <p>Evidence of improving teaching through appropriate professional development including responding to advice and feedback from colleagues as well as self reflection (AF)</p>	<p>Other relevant higher professional qualification (AF)</p>
Experience and Knowledge	<p>Have a secure knowledge of the relevant subject(s) and curriculum areas. <i>(school to personalise to match the relevant key stage/subject area(s))</i> (I & LO)</p> <p>Understand and evidence promoting high standards of literacy, articulacy and the correct use of standard English, whatever the Teacher's specialist subject (LO)</p> <p>Demonstrate a clear understanding of systematic synthetic phonics and appropriate teaching strategies for maths (I & LO)</p> <p>Demonstrate a critical understanding of developments in the subject/ curriculum areas. (I)</p> <p>Demonstrable experience of making a positive contribution to the wider life and ethos of a school. (AF)</p> <p>Understand the statutory frameworks which set out your professional duties and responsibilities including reference to health and safety and safeguarding. (AF & I)</p> <p>Demonstrate knowledge and understanding of:</p> <ul style="list-style-type: none"> • how pupils develop and learn • what can inhibit learning • pupils' capabilities and prior 	<p>To have good curriculum knowledge across the key stages relevant to this school (AF)</p> <p>Experience of mixed age teaching (AF)</p>

knowledge
and how you have incorporated this
into your planning and teaching (AF & I)

To be able to support the Christian
ethos of the school. (AF & I)

Evidence of building and maintaining
good relationships with pupils rooted
in mutual respect and adhering to
proper boundaries. (I & LO)

Communicate effectively and
professionally with colleagues and
parents, the latter with regard to
pupils' achievements and well-being
as well as with colleagues. (AF)

Give pupils regular feedback, both
orally and through accurate marking,
and encourage pupils to respond to
the feedback and take responsibility
for their learning. (AF)

Know and understand how to assess
the relevant subject and curriculum
areas, including statutory assessment
requirements and making use of
formative and summative
assessment to secure pupils'
progress. (AF & I)

Experience of using relevant data to
monitor progress, set challenging
targets, and plan subsequent
lessons. (AF & I)

Experience of using differentiation
effectively and appropriately, using
approaches which can be taught
effectively (AF & I)

Evidence how home work and other
out of class activities can extend the
knowledge and understanding pupils
have acquired (AF)

Experience of deploying support staff
effectively to enhance the learning of
pupils. (AF)

<p>Ability and Skills</p>	<p>Be able to inspire, motivate and challenge pupils of all backgrounds, abilities and dispositions to achieve the high expectations set for them by understanding their needs and using and evaluating distinctive teaching approaches to engage and support them (AF & I).</p> <p>Be able to manage behaviour effectively, fairly and consistently using a range of strategies both in the classroom and beyond. (I & LO)</p> <p>Building and maintaining good relationships with pupils rooted in mutual respect and adhering to professional boundaries.</p> <p>Demonstrate consistently the positive attitudes, values and behaviours which are expected of pupils. (AF)</p>	<p>Experience of using Numicon or other Maths resources to support learning.</p>
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This post requires satisfactory clearance of a an enhanced DBS check with barred list check