

Headlands CE J I & N School

TEACHER – Person Specification

ATTRIBUTES	RELEVANT CRITERIA	HOW IDENTIFIED	RANK
RELEVANT EXPERIENCE	<ul style="list-style-type: none"> • Recent relevant experience with the primary age range (3-11 years) • Evidence of excellent class teaching across the curriculum • Experience of working with children with SEND • Knowledge and understanding of recent developments and initiatives in Primary Education • Experience of managing additional staff within the classroom 	Application Form / Interview / Selection Process / References	A A A B A
EDUCATION AND TRAINING ATTAINMENTS	<ul style="list-style-type: none"> • Qualified teacher status • Appropriate training to support teaching within primary age range • Commitment to training and professional development 	Application Form / References	A A A
GENERAL AND SPECIAL KNOWLEDGE	<ul style="list-style-type: none"> • A clear philosophy of primary education and the ability to put it into practice • Sound knowledge of the curriculum relevant to primary aged pupils and the ability to plan, teach, assess and monitor it • Ability to create an attractive classroom environment which stimulates children’s interests and supports their learning • Commitment to equal opportunities and inclusion • Understanding of safeguarding legislation/practices • Knowledge of assessment and target setting procedures including reporting to parents 	Application Form / Interview / Selection Process / References	A A A A A A
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Ability to promote the school’s distinctive Christian vision • Ability to work as part of a team • Ability to demonstrate a range of strategies to support positive behaviour • Good communication skills and ability to liaise with colleagues and outside agencies • Good organisational skills • Good knowledge of and competence in ICT • Hard working and enthusiastic • Flexibility and adaptability to deal with situations as and when they occur • Readiness to accept change • Willingness to undertake an enhanced Disclosure and Barring Service check. Please note a conviction may not exclude candidates from employment but will be considered as part of the selection process. 	Application Form / Interview / Selection Process / References	A A A A A A A A A A

Please make sure that you demonstrate your ability to meet the requirements of the job by giving clear, concise examples of how you meet each criteria on your application form. The letters A and B in the “rank” column refer to the importance we will give your answers when we read your applications. You must have all the A’s on day one to be able to do the job, you need to have all the B’s to do the job, but they could be learnt during the induction. We recognise and welcome our responsibility to remove any barriers in our Recruitment and Selection process for disabled people. We have tried to do this, but if you have a disability and identify any barriers in the job description or employee specification, please tell us of these in your application. We are committed to making reasonable adjustments to the job wherever possible and it would help us to know your needs in order to do this. Where criteria are to be identified through the “Selection Process”, this may involve presentations, teaching demonstrations, group discussions, interview etc.