**Personnel Specification: Teacher**

You will only be short listed from the details in the application form if you meet all the criteria ranked as A. If a large number of applications are received, only those who meet the criteria ranked B will be short listed.

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|  | Criteria | Rank | How Identified |
| Education and Training | 1a. Qualified Teacher Status1b. Relevant recent experience of teaching in Key Stage 2 | AA | Application FormApplication Form |
| Relevant Experience | 2a. An excellent classroom practitioner2b. A proven track record of meeting the needs of alllearners including disadvantaged groups and those with special educational needs.2c. A clear understanding and experience of formative assessment principles2d. An ability to work effectively in a team situation | AAAAA | Letter of ApplicationReferencesInterview |
| Knowledge and Skills | 3a. A commitment to upholding the ethos and values of the school in relation to behaviour, standards and our teaching and learning policy3b. A strong pedagogical knowledge across all subjects3c. Ability to support in the leadership/development of a subject. Please identify specific specialisms/strengths.3d. Able to demonstrate excellence across core subjects 3e. A clear understanding of the expected outcomes for standards across Key Stage 23f. A sound understanding of how children learn and strategies to support additional needs.3g. Ability to provide engaging, motivating, child-centred learning experiences on a daily basis 3h. Excellent classroom management skills 3i. An excellent knowledge of and competence in Computing3j. Well organised and committed to self-evaluation for improvement3k. A commitment and ability to work as a constructive, reflective and equal member of a team in a shared learning environment/ethos 3l. Emotional intelligence, resilience and commitment to self-reflection | AAAAAAAAAAAAA | Letter of ApplicationReferencesInterview |
| Specialist skills | 4a. Passionate about changing children’s life chances through education4b. Knowledge and understanding of safeguarding legislation and procedures4c. A commitment to and understanding of equality, diversity and inclusion | AAA | Letter of ApplicationReferencesInterview |
| Other | 5a. 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. | A | Application |

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.