

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.



	Criteria	Rank	How Identified
Education and Training	1a. Qualified Teacher Status	A	Application Form Application Form
	1b. Relevant recent experience of teaching in Key Stage 2	A	
Relevant Experience	2a. An excellent classroom practitioner	A	Letter of Application References Interview
	2b. A proven track record of meeting the needs of all learners including disadvantaged groups and those with special educational needs.	A	
	2c. A clear understanding and experience of formative assessment principles	A	
	2d. An ability to work effectively in a team situation	A	
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 policy	A	Letter of Application References Interview
	3b. A strong pedagogical knowledge across all subjects	A	
	3c. Ability to support in the leadership/development of a subject. Please identify specific specialisms/strengths.	A	
	3d. Able to demonstrate excellence across core subjects	A	
	3e. A clear understanding of the expected outcomes for standards across Key Stage 2	A	
	3f. A sound understanding of how children learn and strategies to support additional needs.	A	
	3g. Ability to provide engaging, motivating, child-centred learning experiences on a daily basis	A	
	3h. Excellent classroom management skills	A	
	3i. An excellent knowledge of and competence in Computing	A	
	3j. Well organised and committed to self-evaluation for improvement	A	
	3k. A commitment and ability to work as a constructive, reflective and equal member of a team in a shared learning environment/ethos	A	
3l. Emotional intelligence, resilience and commitment to self-reflection	A		
Specialist skills	4a. Passionate about changing children's life chances through education	A	Letter of Application References Interview
	4b. Knowledge and understanding of safeguarding legislation and procedures	A	
	4c. A commitment to and understanding of equality, diversity and inclusion	A	
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.