

## Person Specification –Primary Class Teacher

## Moorside Primary School

# Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

# Essential

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| --- | --- |
| 1 | A DfE recognised and relevant teaching qualification. |
| 2 | Able to design and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs. |
| 3 | Recent experience of teaching across EYFS, Key Stage 1 and Key Stage 2. |
| 4 | A good knowledge and understanding of all primary subjects and the relevant statutory and non-statutory curricula / frameworks. This includes the changes to the national curriculum from September 2014. |
| 5 | Have ideas about how to make the teaching of the curriculum creative and fun. |
| 6 | A good, up to date working knowledge and understanding of teaching, learning. |
| 7 | Be committed to positive behaviour management strategies and inclusion. |
| 8 | Good written communication skills. |
| 9 | Evidence of a willingness to learn and develop skills through relevant and on-going professional development and training, or through voluntary work. |
| 10 | To be able to demonstrate resilience. |

# Desirable

|  |  |
| --- | --- |
| 11 | Other interests / expertise that would benefit learners and the school. |
| 12 | Knowledge of examination testing requirements. |
| 13 | Able to teach across the primary age range. |
| 14 | An interest in how music supports learning |

# Part B: Assessment Stage

Items 1 - 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

# Essential

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| --- | --- |
| 1 | An understanding and ability to set realistic and challenging targets and be able to assess and review learners’ progress. |
| 2 | Able to communicate effectively with children, young people, colleagues and parents/carers. |
| 3 | Able to engage and motivate learners in the school environment. |
| 4 | Able to contribute to and support the development of the curriculum alongside experienced staff and leaders. |
| 5 | Have positive values, attitudes and have high expectations for learners. |
| 6 | Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their wellbeing. |
| 7 | Displays commitment to the protection and safeguarding of children and young people. |
| 8 | Able to work collaboratively as member of a team and contribute to the professional development of colleagues, including the sharing effective practice. |
| 9 | Able to plan, organise and prioritise and manage time effectively. |
| 10 | Good verbal and interpersonal skills. |
| 11 | Able to use ICT knowledge and skills in the learning environment. |
| 12 | Have positive values, attitudes and have high expectations for learners. |

# Desirable

|  |  |
| --- | --- |
| 13 | A willingness and / or ability to teach across the primary age range. |
| 14 | Willing and able to contribute to extracurricular activities. |
| 15 | Willing and able to contribute to whole school development initiatives / school improvement planning / self-evaluation. |

The following methods of assessment will be used:

|  |  |  |  |
| --- | --- | --- | --- |
| **Method** |  | **Method** |  |
| Formal Interview | Yes | Presentation | No |
| Lesson Observation | Yes | Task e.g. book scrutiny, planning task | Yes |

**Part C: Additional Requirements**

The following criteria must be judged as satisfactory when pre-employment checks are completed:

|  |  |
| --- | --- |
| 1 | Identity checks |
| 2 | Enhanced Certificate of Disclosure from the Disclosure and Barring Service |
| 3 | Additional criminal record checks if applicant has lived outside the UK |
| 4 | List 99 and / or POCA List (residential establishments only) |
| 5 | Prohibition check |
| 5 | DBS barred list check |
| 6 | Professional Registration/QTS check with the National College for Teaching and Leadership |
| 7 | Two references from current and previous employers (or education establishment if applicant not in employment) |
| 8 | Medical clearance |
| 9 | A good attendance record |