**BURY COUNCIL**

**PERSON SPECIFICATION - NEWLY QUALIFIED TEACHER**

**The Person Specification is an important part of the recruitment process. It should be read carefully as it will form the basis of shortlisting and ultimately, appointing the successful applicant. You must demonstrate therefore, how you meet each of the following criteria in your application.**

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| **Essential Criteria** | **Assessment Method** |
| **DfE recognised teaching qualification or currently working towards a DfE recognised initial teacher training course with QTS.** | **Application Form** |
| **Set high expectations which inspire, motivate and challenge pupils having the ability to:**   * Establish a safe and stimulating environment for pupils rooted in mutual respect * Setting goals that stretch and challenge pupils of all backgrounds, abilities and dispositions | **Application Form and Interview** |
| **Promote good progress and outcomes for pupils:**   * Be accountable for pupils’ attainment, progress and outcomes * Demonstrate a knowledge and understanding of how pupils learn and how this impacts on teaching | **Application Form and Interview** |
| **Hold a good subject and curriculum knowledge:**   * Have a secure knowledge of the primary curriculum, being able to foster and maintain pupils’ interest in all curriculum areas and address misunderstandings * Demonstrate an understanding of, and take responsibility for promoting, high standards of literacy, articulacy and the correct use of standard English. | **Application Form and Interview** |
| **Plan and teach well structured lessons including being able to:**   * Impart knowledge and develop understanding through effective use of lesson time * Reflect systematically on the effectiveness of lessons and approaches to learning | **Application Form and Interview** |
| **Adapt teaching to respond to the strengths and needs of all pupils:**   * Know when and how to differentiate appropriately, using approaches which enable pupils to be taught effectively giving appropriate feedback to ensure pupil progress * have a secure understanding of how a range of factors can inhibit pupils’ ability to learn, and how best to overcome these * have a clear understanding of the needs of all pupils. | **Application Form and Interview** |
| **Fulfil wider professional relationships:**   * be able to develop effective professional relationships with colleagues * be able to establish and maintain good relationships with parents, children and the wider school community * be able to develop effective working relationships with colleagues in other schools and partner agencies. | **Application Form and Interview** |
| **Make accurate and productive use of assessment:**   * have a knowledge of and understanding of how to assess and to secure pupil progress * have a knowledge of and understanding of how to use relevant data to monitor progress, set targets and plan subsequent lessons | **Interview** |
| **Manage behaviour effectively to ensure a good and safe learning environment:**   * know how to set clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school * be able to manage classes effectively, using approaches which are appropriate to pupils’ needs in order to involve and motivate them. | **Interview** |
| **Safeguarding:**   * have a personal understanding and commitment to professional responsibilities with regard to safeguarding and the well-being of children and young people. | **Interview** |