

Job title	Grade	School	Location
Teacher	Mainscale	The school is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.	Irlam Endowed Primary School

Note to manager

In completing this form you are setting the expected standard for the person you need for this job on this occasion. Once completed, it will help to create your shortlist of candidates and to devise the questions you ask at interview. Please describe the criterion in ways that are both accurate and capable of being tested. Above all, the requirements must be job related and non-discriminatory. The job description, person specification and advertisement must be consistent. Each of the criteria must be identified under the **Essential** or **Desirable** headings. Whilst all criteria are important, those marked **Essential** must be met before an interview can be offered. (See Section 6 of the Recruitment and Selection Code of Practice for more information on producing a person specification)

Note to applicants

Whilst all criteria below are important, those under the **Essential** heading are the key requirements. You should pay particular attention to these areas and provide evidence of meeting them. Failure to do so may mean that you will not be invited for interview.

(*See grid overleaf)

Essential criteria	Necessary requirements – skills, knowledge, experience etc.	* M.O.A.
1.	Has up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people.	A/I
2.	Displays commitment to the protection and safeguarding of children and young people	A/I
3.	Teaching experience - ECTs will be considered	A/I
4.	Experience of teaching children at primary Level	A/I
5.	Has achieved Qualified Teacher Status (QTS)	A/C
6.	Evidence of successful completion of NQT induction year (Not essential)	A/C
7.	Excellent classroom practitioner	A/I
8.	Knowledge of appropriate curriculum for all pupils including those with additional barriers such as SEND	A/I
9.	Team player	A/I

Essential criteria	Necessary requirements – skills, knowledge, experience etc.	* M.O.A.
10.	Ability to communicate effectively with parents, inspiring trust and confidence	A/I
11.	Commitment to inclusive practice (SEND, Pupil Premium, EAL and Looked After Children)	A/I
12.	Efficient and well-organised approach towards carrying out teaching duties	A/I
13.	Ability to manage support staff within the classroom to maximise learning time for children	A/I
14.	A commitment to playing an active part in After School Activities.	A/I

Desirable criteria	Necessary requirements – skills, knowledge, experience etc.	* M.O.A.
1.	Evidence of recent successful teaching	A/I
2.	Ability to plan curriculum delivery with flair and imagination, taking account of a wide range of pupil needs.	A/I
3.	Ability to use ICT to support teaching and learning.	A/I
4.	Ability to work within and contribute to the staff team.	A/I
5.	Ability to demonstrate excellence in curriculum co-ordinator role.	A/I
6.	Experience of teaching in the Key Stage 1 Phase.	A/I

Completed by	Date	Approved by	Date
Ben Lynch	14.03.24	Chair of Governors	

Method of assessment (* M.O.A.)

A = Application form, **C** = Certificate, **E** = Exercise, **I** = Interview, **P** = Presentation, **T** = Test, **AC** = Assessment centre