**PERSON SPECIFICATION**

|  |  |
| --- | --- |
| **School** | st catherine’s ce primary school |
| **Job Title** | class teacheR |

|  |  |
| --- | --- |
| **STAGE ONE** | Disabled Candidates are guaranteed an interview if they meet the essential criteria |

|  |  |  |
| --- | --- | --- |
| **MINIMUM ESSENTIAL REQUIREMENTS** | | **METHOD OF ASSESSMENT** |
| **1. Skills and Knowledge** | | |
| 1.1 | Excellent communication skills | Application Form/Interview |
| 1.2 | Excellent classroom KS2 practitioner | Application Form/Interview |
| 1.3 | Excellent organisational skills | Application Form/Interview |
| 1.4 | High level of behavioural management skills | Application Form/Interview |
| 1.5 | Understanding of recent Educational Legislation | Application Form/Interview |
| 1.6 | Ability to set and review targets and make decisions | Application Form/Interview |
| 1.7 | Ability to develop and review a specific curricular area and assist in its implementation | Application Form/Interview |
| 1.8 | Enthusiastic committed approach to teaching and learning | Application Form/Interview |
| 1.9 | Capable and confident with computers as a learning tool | Application Form/Interview |
| 1.10 | Smart appearance, punctual and a good attendance | Application Form/Interview |
|  | **Desirable Qualities** |  |
| 1.12 | Range of out of school activities | Application Form/Interview |
| 1.13 | Willingness to work beyond the classroom with children on extra curricular activities | Application Form/Interview |
| 1.14 | Sense of humour | Application Form/Interview |
| 1.15 | **Customer Care –** Listen and respond to customer need, seek out innovative ways of consulting service users and engaging partners. Network with others to develop services for the benefit of the service users. | Application Form/Interview |
| 1.16 | Valuing Diversity **-**  Listen, support and monitor the diverse contributions made to service development without prejudice. Challenge behaviours and processes which do not positively advance the diversity agenda whilst being prepared to accept feedback about own behaviour. Recognise people’s strengths, aspirations and abilities and help to develop their potential. Understand how Valuing Diversity can improve our ability to deliver better services and reduce disadvantage. | Application Form/Interview |
| 1.17 | **Developing Self and Others** - Ability to question, and request right training and development that links to the post, to seek opportunities that add to skills and knowledge, to respond positively to opportunities that arise. And to support others’ learning and share learning with others | Application Form/Interview |

|  |  |  |
| --- | --- | --- |
| **2. Experience/Qualifications/Training etc** | | |
| 2.1 | Qualified teacher status | Application Form/Interview |
| 2.2 | Evidence of recent or further studies preferably with qualifications | Application Form/Interview |
|  | **Desirable Experience** |  |
|  | Experience of teaching for a minimum of 2 years | Application Form/Interview |
|  | Experience of subject leadership | Application Form/Interview |
| **3. Work Related Circumstances – Professional Values & Practices** | | |
| 3.1 | High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic background and a commitment to raising their educational achievements | Application Form & Interview |
| 3.2 | Ability to build and maintain successful relationships with pupils, treat them consistently, with respect and consideration and demonstrate concern for their development as learners | Application Form & Interview |
| 3.3 | Demonstrate and promote the positive values, attitudes and behaviour they expect from the pupils with whom they work | Application Form & Interview |
| 3.4 | Ability to work collaboratively with colleagues and carry out role effectively, knowing when to seek help and advice | Application Form & Interview |
| 3.5 | Able to liaise sensitively and effectively with parents and carers recognising their role in pupil learning | Application Form & Interview |
| 3.6  3.7 | Able to improve their own practice through observations, evaluations and discussion with colleagues.  A willingness to uphold the Christian Ethos of the school and to promote pupil’s moral , spiritual, social and cultural development | Application Form & Interview  Application Form & Interview |

|  |
| --- |
| Note to Applicants**: Please try to show in your application form, how best you meet these requirements** |

|  |  |
| --- | --- |
| **Date Person Specification prepared/updated** | April 2019 |
| **Person Specification prepared by** | Karen Graham |