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# Person Specification/Selection Criteria for Teacher at

# Whittlefield Primary School

*Note: Candidates failing to meet any of the essential criteria will automatically be excluded*

**[B] Qualifications**

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| **Qualification requirements** | **Essential** | **Desirable** | **Source** |
| Qualified teacher status | E |  | App |
| Degree | E |  | App |

**[C] Professional Development**

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| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Source** |
| Evidence of appropriate professional development for the role of primary teacher | E |  | App |

**[D] Experience and knowledge of teaching**

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|  | **Essential** | **Desirable** | **Source** |
| Teaching experience within the KS2 primary phase | E |  | App/ Int |
| Demonstrate knowledge and understanding of the teaching of English and Maths within KS2; and a range of strategies for teaching these | E |  | App/Int |
| To be able to exemplify how the needs of all pupils (SEN, LAC, AGT, EAL,) have been met through high quality teaching. | **E** |  | Int/App |
| To be able to demonstrate experience of using quality first teaching strategies in order to ensure an inclusive environment | **E** |  | App/Int |
| Demonstrate knowledge and use of effective assessment including AfL strategies and marking | **E** |  | Int |
| Experience of providing an exciting and stimulating learning environment | **E** |  | App |
| Experience of leading a subject |  | D | App/Int |

**[E] Professional Attributes**

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| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Source** |
| Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies. | **E** |  | App/Int |
| Show a good commitment to sustained attendance at work | E |  | App |
| Have regard for the need to safeguard pupils’ well-being in accordance with statutory provisions | E |  | App/ Int |
| Have high expectations for all learners and be able to motivate them to aspire to these | E |  | Int |
| Recognise and support pupil wellbeing | E |  | Int |
| Commitment to equality and diversity | E |  | App/Int |

**[F] Professional Skills**

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| **Qualities and Knowledge** | Essential | Desirable | Source |
| Communicate effectively with parents with regards to pupils’ achievements and well-being. | E |  | App |
| Make a positive contribution to the wider life and ethos of the school. | E |  | App/Int |

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| **Pupils and Staff** | | Essential | Desirable | Source |
| 1 | Promote a love of learning. | E |  | Int/ App |
| 2 | Contribute to the design and provision of an engaging curriculum within KS2 | E |  | Int |
| 3 | Adapt teaching to respond to the strengths and needs of all pupils | E |  | Int |
| 4 | Deploy support staff effectively in order to maximise pupil outcomes | E |  | Int |
| 5 | Show tolerance of and respect for the rights of others | E |  | App |

**[G] Personal Qualities**

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|  | **Essential** | **Desirable** | **Source** |
| Continue to promote Whittlefield’s strong educational philosophy and values | E |  | App/ Int |
| Be approachable, person centred and able to work within a team. | E |  | Int |
| Demonstrate personal enthusiasm and commitment to making a positive difference to children and young people | E |  | App |
| Understand that teaching requires integrity and professionalism | E |  | Int |
| Prioritise, plan and organise themselves and others | E |  | Int |
| To show a positive commitment to further professional development | E |  | App |
| Be aware of own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others | E |  | App/Int |
| Demonstrate a capacity for sustained hard work with energy and vigour | E |  | Int |
| Commitment to the provision of extra-curricular activities | E |  | App/Int |

**[H] Confidential References and Reports**

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| --- | --- |
| Positive recommendation from all referees, including current headteacher. | E |

**[I] Application Form and Supporting Statement**

The form should be completed fully and be free from errors. The letter should be clear and concise and relate to the specific post.