

Worsthorne Primary School

Appointment of Teacher – Person Specification / Selection Criteria

**Worsthorne Primary School is committed to safeguarding and promoting the welfare of children & young people. The applicant will be required to share this commitment. This post is exempt from the Rehabilitation of Offenders Act 1974 and therefore will be subject to a DBS check from the Disclosure and Barring Service.**

**Candidates failing to meet any of the essential criteria will automatically be excluded. The appointment will be made on the basis of each applicant’s qualities.**

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| **Person Specification Form** | | |
| **Job Title:** Key Stage 2 Teacher | **w.e.f**. 01.01.22 | |
| **Directorate:** Children and Young People | **Terms and Conditions:** In accordance with the School Teacher’s Pay and Conditions Document | |
| **Establishment or team:** Worsthorne Primary School | | |
| **Requirements**  **(based on the job description)** | **Essential (E)**  **or**  **Desirable (D)** | **To be identified by:**  **Application Form and Supporting Statement (A),**  **Interview (I),**  **Reference (R)** |
| **Qualifications** | | |
| Degree / Qualified Teacher Status | E | A |
| Recent & relevant participation in professional development | E | A |
| **Experience** | | |
| Recent experience of effective teaching within the primary phase | E | A |
| Experience of delivering a high quality, well planned primary curriculum | E | A |
| Experience of leading a curriculum or subject area | D | A |

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| **Knowledge, skills and abilities** | | |
| An excellent teacher with thorough knowledge and ability to deliver a broad and exciting curriculum | E | A I R |
| Understanding of effective assessment strategies, including the use of AfL, to meet the learning needs of all pupils | E | A I R |
| Understanding of effective learning – recognising, planning and providing for different learning styles | E | A I R |
| Ability to plan to meet the needs of all groups of pupils – demonstrating high expectations and standards | E | A I R |
| Ability to form and maintain excellent relationships with all members of our school community | E | A I R |
| Ability to use ICT effectively within teaching and learning to enhance pupil progress | E | A I R |
| Ability to provide a stimulating, well organised and high quality learning environment | E | A I R |
| Ability to use a range of positive behaviour strategies to effectively promote outstanding behaviour for learning | E | A I R |
| Ability to use data, assessment and target setting to impact positively on pupil progress | E | A I R |
| Willingness to participate in school activities including extracurricular activities and school related community events | E | A I |
| Excellent written and verbal communication skills | E | A I |
| **Personal Qualities** | | |
| Without exception, promote Worsthorne Primary School’s strong educational ethos and values | E | I |
| Be a positive and professional role model at all times, a highly respected representative of Worsthorne Primary School | E | I R |
| Demonstrate an understanding, awareness and empathy for the needs of pupils at Worsthorne Primary School and how these could be met | E | I |
| Ability to prioritise time using effective organisational skills and a high level of personal motivation | E | I |
| Ability and willingness to work effectively as part of a team, learning with and from colleagues | E | I R |
| Adaptability to changing circumstances and new ideas | E | I |
| To be creative and enthusiastic to make every day for our pupils engaging and exciting | E | I |
| Demonstrate a capacity for sustained hard work with dedication, energy and vigour | E | I R |

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| **Requirements**  **(based on the job description)** | **Essential (E)**  **or**  **Desirable (D)** | **To be identified by:**  **Application Form and Supporting Statement (A),**  **Interview (I),**  **Reference (R)** |
| **Other (including special requirements)** | | |
| Commitment to safeguarding and protecting the welfare of children and young people | E | I |
| Commitment to equality and diversity | E | I |
| Commitment to Health and Safety | E | I |
| Commitment to attendance at work | E | I |
| **Confidential References** |  |  |
| Positive recommendation from all referees, including current employer. We will always consider your references before confirming a job offer in writing | E | R |
| **Application Form and Supporting Statement** | | |
| The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post. It should also be no more than 2 sides of A4 in no smaller than font size 11 | E | A |