##### APPOINTMENT OF TEACHER

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**Person Specification/Selection Criteria for**

**Class teacher at Spring Hill Primary School**

***The applicant will be required to safeguard and promote***

***the welfare of children and young people***

Selection decisions will be based on the criteria below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the job description for the post.

The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

**Minimum Essential Requirements**

**Qualifications**

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| Qualified teacher status |
| Degree |

**Professional Values Attributes and Practice**

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| Effective communication skills to develop the partnership with pupils, parents, carers and colleagues |
| Commitment to professional values and behaviour expected of teachers |
| An ability to communicate effectively, both orally and in writing, with a range of audiences |
| Have a good commitment to sustained attendance at work |
| A commitment to personal professional development |
| Ability to motivate adults and children |

**Experience and knowledge of teaching**

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| Proven excellence in teaching pupils |
| Secure knowledge of the National Curriculum |
| Knowledge and experience of developing a purposeful learning environment |
| Secure understanding of assessment strategies, data analysis and the use of assessment to accelerate progress.  |
| Ability to promote inclusion and meet the additional needs of all pupils |
| A commitment to addressing diversity positively |
| Ability to use ICT effectively to support and enhance learning |
| Knowledge and experience of using collaborative group work, which enables children to responsibility for their own learning |
| Experience of using a range of strategies to promote good behaviour |

**Personal Qualities**

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| Good sense of humour |
| Excellent interpersonal, communication and networking skills, with high levels of integrity and professionalism |
| Experience and understanding of pastoral care, including issues concerning families |
| Excellent organisational skills and the ability to prioritise tasks, make decisions and manage time effectively  |
| Ability to build and maintain good relationships across the wider school community |
| The ability to perform effectively under pressure |
| The ability to share and be committed to the school's vision |

**[G] Safeguarding**

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| Displays commitment to the protection and safeguarding of children and young people |
| The ability to form and maintain appropriate relationships and personal boundaries with young people |
| Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children and young people |

**[H] Confidential References and Reports**

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| Positive recommendation from all referees, including current employer |

**[I] 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.*