

Year 3 Job Specification/Selection Criterion



**“Stand firm in the faith, be courageous, be strong, do everything in love”
(1 Corinthians 16:13-14)**

- If a faith reference is not available candidates should demonstrate in their letter their willingness to support the Christian distinctiveness and ethos of the school.
- Evidence will be gathered from:
 - A – Application Form/Process
 - L- Supporting Letter
 - I- Interview
 - O – Lesson Observation

	Essential/Desirable	Evidence
Qualifications		
Degree	E	A
Qualified teacher status	E	A
Successful completion of NQT period	E	A
Participation in a range of relevant in-service training	E	A
Experience of teaching and subject leadership		
Experience of teaching in Year 3	D	A/L/I/O
Experience of teaching in Key Stage 2	E	A/L/I/O
Experience of teaching in a Church School	D	L/I
Commitment to setting high standards and expectations	E	L/I
Must be able to demonstrate experience of effecting change in teaching and learning or in the curriculum at classroom level	E	L/I/O
Must be able to demonstrate experience of effecting change in a curriculum area at school level	D	L/I
Must be able to demonstrate a proven track record of raising attainment	D	L/I
Professional, Knowledge, Understanding, Skills and Competencies		
Must have a good knowledge of the national curriculum and assessment practices	E	L/I/O
Knowledge of statutory assessments relating to the primary sector of education	D	L/I
Excellent classroom practices, including effective behaviour management and teaching strategies	E	L/I/O
Planning Skills	E	L/I/O
Experience of supporting pupils with SPLD and other Special Educational Needs	E	L/I/O
Good interpersonal skills and the ability to get on well with children, colleagues and parents	E	I/O
An open mind to educational initiatives	D	I

Good ICT skills and knowledge, and the ability to use them to support effective learning	D	O
Knowledge of the distinctive nature of a Christian School	D	L/I
Personal Qualities		
Must be willing to engage parents in order to encourage their close involvement in the education of their children	E	L/I
Be flexible and enjoy being a good team member achieving high standards	E	L/I
Must have good communication skills both orally and in writing	E	L/I/O
Commitment and integrity	E	L/I
Ability to create a tidy, stimulating and well organised classroom environment	E	L/I/O
Have high expectations for children's attainment and behaviour	E	L/I/O
Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit	E	L/I
To practice equal opportunities in all aspects of the role and around the workplace in line with policy	E	L/I
To maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post	E	L
Willingness to support and promote the Christian distinctive and ethos of school	E	L/I
Willingness to commit to extra-curricular activities	E	L/I
Safeguarding		
Be familiar with national and local safeguarding legislation	E	L/I
Demonstrate commitment to equality and diversity	E	L/I
Satisfactory enhanced DBS clearance	E	A
Confidential References		
References should provide a strong level of support for the relevant professional and personal knowledge, skills and abilities referred to above	E	A
Positive and support faith reference	D	A