**Year 4 Teacher Person Specification**

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| **Requirements** | **Essential (E)**  **Or**  **Desirable (D)** | **To be identified by:**  **Application form**  **(AF)**  **Interview (I)**  **References (R)**  **Observation (O)** |
| **Application**  Fully completed application form  Well considered and relevant supporting letter  Professional references should provide a strong level of support for skills, knowledge and attributes referred to below. | E  E  E | AF  AF  R |
| **Training and Qualifications**  QTS  Degree  Experience of teaching in Lower Key Stage Two (in post or as a student)  Experience of working with and organising a teaching assistant  Experience of working with and engaging parents and the wider community | E  E  D  D  D | AF  AF  AF/I/R  AF/I/R  AF/I |
| **Faith Commitment**  Committed to promoting the Christian vision, ethos and values of the school  Full and active member of a church in membership of Churches Together in England (This requires evidence of current church involvement and a clear indication of the applicant’s beliefs in relation to a church school) | E  D | AF/I/R  AF/I/R |
| **Professional Knowledge and Understanding**  Knowledge of the educational development in Key Stage Two  Knowledge and understanding of the National Curriculum  Know and use effective teaching and learning strategies to meet the needs of all pupils  An understanding of the role of assessment, record keeping and tracking pupil progress  An understanding of positive, effective behaviour management strategies  Knowledge and understanding of guidance and requirements around safeguarding children  Experience of teaching in all three Key Stages | E  E  E  E  E  E  D | AF/I/R  AF/I/R/O  AF/I/R  AF/I/R  AF/I/R/O  AF/I/R  AF/I/R |
| **Skills and Attributes**  Enthusiastic, with a high level of motivation and initiative  Good communication and interpersonal skills  Creative and effective teaching and learning skills  Ability to use a range of effective behaviour management strategies  Adaptability to changing circumstances and new ideas  Committed to the education of the whole child  Ability to provide a stimulating, encouraging and secure learning environment  Values creativity in raising pupil attainment and self-esteem  An ability to use ICT to enhance teaching and learning  A passion for outdoor learning  Ability to lead a subject across school | E  E  E  E  E  E  E  E  E  D  D | AF/I/R  AF/I/R/O  AF/I/R/O  AF/I/R/O  AF/I/R  AF/I/R/O  AF/I/R  AF/I/R  AF/I/R  AF/I/R  AF/I/R |
| **Personal Attributes**  Self-motivated  Well-organised  Flexible, good humoured and approachable  High expectations of self and others  Ability to work as part of a team  Willingness to learn and develop | E  E  E  E  E  E | AF/I/R  AF/I/R  AF/I/R  AF/I/R  AF/I/R  AF/I/R |
| **Other**  Commitment to equality and diversity  Commitment to health and safety  Commitment to regular attendance at work  Commitment to safeguarding and protecting the welfare of children and young people  Commitment to life and work of the school including after school activities | E  E  E  E  D | I  I  I  I  I |