

**PERSON SPECIFICATION
MAIN PAY RANGE + TLR 2A TEACHER THE GLEBE PRIMARYSCHOOL**

Essential	Desirable	Source of Evidence
1. Qualifications and Training Qualified Teacher Status (QTS) Evidence of continued career development		Application Form/ Written Reference
2. Experience Experience of teaching in the Foundation Stage/Key Stage 1,2, with evidence of having achieved successful pupil outcomes • Knowledge and understanding of how young children learn • A sound grasp of the concept of inclusive practice • Knowledge of issues relating to equal opportunities and multi-cultural education • Experience of adaptive teaching, meeting the needs of children with special educational needs, disabilities or more able children • A clear grasp of the KS2 curriculum • Experience of using assessment well to inform next steps •	Experience of teaching in Key Stage 2. Leadership experience in a school setting. A clear grasp of the EYFS and KS1 curriculum.	Application Form/Written Reference/Selection Activity/Formal Interview
3. Professional Knowledge A clear and good understanding of current educational issues, theory and practice, with particular regard to: • Child development • The National Curriculum; • Subject Specialism; • Equality and issues relating to pupils' access to teaching; • Classroom organisation and management • Behaviour management	Knowledge of inclusion.	Letter of Application Formal Interview Selection Activity
4. Professional Skills • The ability to create a safe and stimulating environment for pupils, rooted in mutual respect • Set goals and promote good progress and outcomes for all pupils.	Ability to lead, coach and mentor staff within school.	Letter of Application Formal Interview Selection Activity

Essential	Desirable	Source of Evidence
The ability to work closely with teaching and support staff in developing the school curriculum and the pastoral work of the school; The ability and willingness to work with parents and encourage their active participation in Education		
5. Personal Attributes Good written and oral communication skills; Flexibility and willingness to be involved in the school and see the school as a community Able to demonstrate a commitment to: Equal opportunity for all school users; Able to model positive behaviour and attitudes to encourage children's development Furthering your own professional knowledge, skills and experience.		Letter of Application Formal Interview Selection Activity
7. Safeguarding Children • Able to form and maintain appropriate relationships and personal boundaries with children • Has appropriate motivation to work with children and young people • Has the ability to maintain appropriate relationships and personal boundaries with children and young people • Has emotional resilience in working with challenging behaviours; and appropriate attitudes to the use of authority and maintaining discipline • Demonstrate commitment to safeguarding and promoting the welfare of children and young people in accordance with the DfE statutory guidance Keeping children safe in education		Selection Activity Written Reference Formal Interview