

**Person Specification**

Threshold (T)	Essential to be considered for interview
Essential (E)	Essential to be appointed
Desirable (D)	Outstanding candidate

**How assessed**

AF: Application form      SS: Supporting statement      I: Interview/task

Criteria	TED	How assessed
<b>Qualifications / Experience</b>		
1. Qualified to degree level or equivalent	E	AF
2. Qualified teacher status	T	AF
3. Recent, relevant in-service training, particularly in relation to teaching, learning and assessment	E	AF

<b>Professional knowledge, experience and skills</b>		
<b>Teaching and Learning</b>		
1. A record of excellent classroom practice in either Early Years, KS 1 or KS 2	E	SS/I
2. Experience of successful implementation of quality assessment techniques to inform teaching and learning	E	AF/I
3. Knowledge of a range of teaching, learning and behaviour management strategies and how to implement them effectively.	E	SS/I

<b>Developing self and working with others</b>		
1. High expectations of children's behaviour and effective use of behaviour management strategies	E	SS/I
2. Ability to prepare and plan effectively.	E	I
3. Understanding of safeguarding requirements and commitment to meeting them fully	E	SS/I
4. The ability to work effectively within a team	E	AF/SS
<b>Securing accountability</b>		
1. An outstanding passion and drive for raising standards of teaching and learning	E	SS/I

2. Ability to use a range of evidence to monitor, evaluate and improve practice	E	SS/I
<b>Strengthening the community</b>		
1. Ability to build and maintain effective relationships with parents, carers, partners and the wider community to enhance the education of all pupils	E	SS/I
2. Ability to ensure that the school is at the heart of the community	E	SS
<b>Personal values</b>		
1. Good ambassador for the school – ability to model the vision and values, exercising sound professional judgement	E	SS/I
2. Sense of perspective and the ability to be reflective and self-critical	E	SS/I
3. High level of energy, resilience and an ability to manage conflicting pressures and priorities; able to plan time and organise work effectively	E	SS/I
4. Creative, warm, engaging and has a sense of humour	E	SS/I
5. Commitment to personal and professional development	E	I
6. Commitment to whole school improvement	E	I