

### Person Specification

The method of assessment for each criterion is shown in the right hand columns. The shortlisting criteria are indicated by asterisk in the application form column. Shortlisting for interview will be based solely on whether the candidate indicates on their application form that they meet these Shortlisting Criteria. All mandatory criteria are underlined. The successful candidate must satisfy all of the mandatory criteria, and will normally meet all or most of the other appointment criteria. All candidates must satisfy the Equal Opportunities and Customer Care criteria which are mandatory.

	METHOD OF ASSESSMENT		
	APPLICATION FORM	INTERVIEW	TEST/ LESSON
<b>1. QUALIFICATIONS</b>			
(a) Qualified teacher status or recognised equivalent	*	*	
<b>2. Experience</b>			
(a) Teaching experience with the age range and/or subject(s) applying for	*	*	*
<b>3. Knowledge And Skills</b>			
(a) The ability to effectively create a stimulating and safe learning environment	*	*	
(b) Establish and maintain a purposeful working atmosphere	*	*	*
(c) Plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teach, other relevant initiatives and the school's own policies.	*	*	*
(d) Demonstrate a commitment to equal opportunities and use a variety of strategies and practices to promote the diverse cultural and equality issues in the classroom.	*	*	
(e) Teach using a wide variety of strategies to maximise achievement for all children including those with special educational needs and high achievers and to meet differing learning styles	*	*	*
(f) Encourage children in developing self-esteem and respect for others	*	*	

	METHOD OF ASSESSMENT		
	APPLICATION FORM	INTERVIEW	TEST/ LESSON
(g) Deploy a wide range of effective behaviour management strategies successfully	*	*	*
(h) Communicate to a range of audiences (verbal, written, using ICT as appropriate).	*	*	*
(i) Use ICT to advance pupils' learning, and use common ICT tools for their own and pupils' benefit	*	*	*
<b>3. COMMITMENT</b>	*	*	*
(a) Demonstrate a commitment to equalities	*	*	
(b) Promoting the school's vision and ethos	*	*	*
(c) High quality, stimulating learning environments	*	*	
(d) Relating positively to and showing respect for all members of the school and wider community	*	*	*
(e) On-going relevant professional self-development	*	*	
(f) Safeguarding and child protection	*	*	*