**St Philip’s CE Primary School**

**Appointment of Teacher**

**Person specification/selection criteria**

Note: Candidates failing to meet any of the essential criteria will automatically be excluded

**Training and Qualifications:**

|  |  |  |
| --- | --- | --- |
|  | Essential / Desired | Evidence as in  Application form/letter and/or Interview |
| Qualified Teacher Status | **E** | App / Int |
| Degree | **E** | App / Int |

**Church school knowledge and understanding:**

|  |  |  |
| --- | --- | --- |
|  | Essential / Desired | Evidence as in  Application form/letter and/or Interview |
| **Clear indication of empathy with church school ethos** | **E** | App / Int |
| **Commitment to the development of the Christian character of the school, its pupils and staff** | **E** | App / Int |

**Teaching Experience:**

|  |  |  |
| --- | --- | --- |
|  | Essential / Desired | Evidence Base  Application form/letter and/or Interview |
| **Knowledge & experience of the primary curriculum** | **E** | App / Int |
| **An excellent classroom practitioner** | **E** | App / Int |
| **Experience of leading a subject** | **D** | App / Int |
| **Involvement in whole school agendas** | **D** | App/Int |

**Professional Knowledge and Understanding:**

|  |  |  |
| --- | --- | --- |
|  | Essential / Desired | Evidence Base  Application form/letter and/or Interview |
| **Excellent communication skills, both written and verbal** | **E** | App / Int |
| **Excellent subject knowledge** | **E** | App / Int |
| **Experience of having led a subject across school** | **E** | App / Int |
| **Assessment strategies** | **E** | App / Int |
| **Current Curriculum knowledge** | **E** | App / Int |
| **Excellent knowledge of teaching phonics and early reading** | **E** | App / Int |
| **Effective Teaching and Learning strategies** | **E** | App/Int |
| **School improvement strategies, including use of data to set targets** | **E** | App/Int |
| **Knowledge of School self-evaluation strategies** | **D** | App/Int |
| **Application of ICT to teaching, learning & management** | **E** | App/Int |
| **Knowledge of current Safeguarding Children guidance** | **E** | App/Int |

**Personal Skills and Attributes:**

|  |  |  |
| --- | --- | --- |
|  | Essential / Desired | Evidence Base  Application form/letter and/or Interview |
| **Strong organisational skills & self-management** | **E** | App / Int |
| **Effective behaviour management strategies** | **E** | App / Int |
| **Ability to contribute to a staff team** | **E** | App/Int |
| **Enthusiasm** | **E** | App/Int |
| **Willingness to participate in extra-curricular activities** | **E** | App/Int |

**APPLICATION FORM and LETTER:**

The form should be fully completed and free from error. The letter should be concise

and related to the specific post.

**CONFIDENTIAL REFERENCES:**

References should provide a strong level of support for relevant professional and personal knowledge, skills and abilities referred to above with no safeguarding concerns raised.