



DENFIELD PARK PRIMARY SCHOOL

MAINSCALE TEACHER: PERSON SPECIFICATION				
Attributes	Essential	How tested	Desirable But not essential	How tested
Qualifications/ Training				
Education	Qualified teacher status.	AF	A degree or equivalent. Postgraduate courses.	AF
Professional Development	Evidence of participation in INSET. To demonstrate a commitment to continuing professional development.	AF	Participation in work with other schools/agencies.	AF
Experience				
Teaching	Evidence of a successful teaching practice with more than one year group in the 4 – 11 age range	AF	Evidence of planning and teaching the KS1/2 curriculum	AF
Schools	Experience of more than one school		Taught in more than one school.	AF
Personal Qualities				
Skills and Attributes	Basic Management Skills. Self-confidence, adaptability, energy, perseverance, commitment, integrity, enthusiasm. Decision-making skills, problem solving skills, communication skills self management skills	AF		
Knowledge and Understanding				
Teaching and Learning	Knowledge of strategies to maximise progress and achievement for all children, including pupils with special needs, pupils with English as an additional language and high achievers.	AF/I		AF/I

	To demonstrate effective behaviour management skills			
National Curriculum	Knowledge and understanding of the National Curriculum and experience of planning the curriculum, assessment, recording and reporting.	AF/I		
Parents and Community	Understanding of the role of parents, and the community in raising standards.	AF/I	Experience of working directly with parents to raise standards and involvement with the community.	AF/I
Governance and Policy	Knowledge and understanding of key policies in particular: health & safety, child protection, equal opportunities, special educational needs and their implementation in school	AF/I	Experience of working with Governors.	AF/I
Skills				
Relationships	Able to establish and develop good relationships with all involved in the school. Commitment to the school's wider community, other educational establishments and Education Services.	I		
Interpersonal and communication skills	Ability to communicate effectively in writing and orally. Flexible and approachable. Resilient under pressure. Able to deal sensitively with people and resolve conflicts.	AF/I I I		I
Attitudes				
Education Philosophy	To create a safe and purposeful learning environment where all pupils feel secure and valued. A commitment to raising achievement through partnership with parents, Governors and Education Services. A determination to progress school improvement and a desire to fulfil each child's potential.	I I		
Equal Opportunities	Commitment to equality of opportunity. Commitment to race and gender equality and social inclusion.	I		I

AF = Application Form

I = Interview and other activities