**HIGHFIELDS SCHOOL**



**TEACHER**

PERSON SPECIFICATION

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| AREA | **FACTORS** | **ESSENTIAL** | **DESIRABLE** | **HOW IDENTIFIED** |
| Qualifications | Degree or equivalent |  |  | Application form |
| Qualified teacher status |  |  | Application form |
| **Skills and Knowledge** | Understanding of National Curriculum |  |  | Application form  Letter of application  Interview |
| Knowledge and understanding of Literacy/ Numeracy programmes |  |  | Application form  Letter of application |
| Knowledge and understanding of Assessment |  |  | Interview |
| Able to communicate well with others |  |  | Application form  Letter of application  Interview  References |
| ICT/Data literate |  |  | Interview |
| Working knowledge of school procedures |  |  | Interview |
| Knowledge and understanding of Inclusion and Pastoral procedures |  |  | Application form  Letter of application  Interview  References |
| Evidence of undertaking professional development |  |  | Application form  Letter of application  Interview  References |
| Flexible approach to people and situations |  |  | Letter of application  Interview  References |
| AREA | **FACTORS** | **ESSENTIAL** | **DESIRABLE** | **HOW IDENTIFIED** |
| **Skills and Knowledge** | Ability to use own initiative appropriately |  |  | Interview  References |
| Work constructively as part of a team |  |  | Interview  References |
| Excellent organisational and time management skills |  |  | References |
| Understand roles of TAs |  |  | Interview |
| Experience of liaising and planning with staff |  |  | Interview  References  Letter of application |
| **Other** | Personal presence and high expectations |  |  | Interview  References |
| Capacity for sustained hard work |  |  | References |
| Presentation skills |  |  | Interview |
| Career orientated |  |  | Interview  References  Letter of application |
| Sense of humour |  |  | Interview |