**HIGHFIELDS SCHOOL**

**PERSON SPECIFICATION - TEACHER**

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| **QUALIFICATIONS** | **ESSENTIAL** | **DESIRABLE** | **HOW IDENTIFIED** |
| Degree or equivalent qualifications |  |  | Application Form |
| Qualified teacher status |  |  | Application Form |

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| **SKILLS / KNOWLEDGE** | **ESSENTIAL** | **DESIRABLE** | **HOW IDENTIFIED** |
| 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 |
| 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 |

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| **OTHER** | **ESSENTIAL** | **DESIRABLE** | **HOW IDENTIFIED** |
| 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 |