



Pirton Hill Primary School

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job.

Essential (E) :- without which candidate would be rejected
Desirable (D):- useful for choosing between two good candidates.

| Attributes | Essential | How Measured | Desirable | How Measured |
|-------------------------|--|--------------|---|--------------|
| Experience | <ul style="list-style-type: none"> Successful experience of teaching within a primary school. | 1,2 | <ul style="list-style-type: none"> Experience of successfully supporting, coaching and mentoring staff. | 1,2 |
| | <ul style="list-style-type: none"> To have had experience of English planning and how to plan for progression across a primary school. | 1,2 | <ul style="list-style-type: none"> Experience of working in different key stages (Early, Years, KS1, KS2). | 1,2 |
| | <ul style="list-style-type: none"> Evidence of implementation and knowledge of effective behaviour management strategies. | 1,2 | | |
| | <ul style="list-style-type: none"> Experience of leading one or more curriculum areas. | 1,2 | <ul style="list-style-type: none"> Experience of leading a core curriculum area (ideally English). | 1,2 |
| Skills/Abilities | <ul style="list-style-type: none"> Evidence of being a consistently strong classroom practitioner | 1,2,5 | <ul style="list-style-type: none"> Proven ability to implement strategies for raising pupils achievement within the classroom. | 1,2 |
| | <ul style="list-style-type: none"> To understand the importance of the learning environment which will include attractive, effective and informative displays and well organised resources to promote pupil autonomy. | 1,2 | <ul style="list-style-type: none"> Experience of the Talk for Writing approach | 1,2 |
| | <ul style="list-style-type: none"> Experience and understanding of processes to raise standards and promote progress including target setting | 1,2,5 | <ul style="list-style-type: none"> A strong understanding of, and experience in using, assessment data. | 1,2,5 |
| | <ul style="list-style-type: none"> Able to assess the needs of individuals to inform the targeting of their needs. | 1,2 | | |
| | <ul style="list-style-type: none"> Able to monitor and evaluate teaching, learning and school policy. | 1,2 | | |
| | <ul style="list-style-type: none"> Able to communicate effectively with parents, carers, colleagues and external agencies. | 1,2 | <ul style="list-style-type: none"> Proven ability to lead an initiative and measure the impact it has on outcomes | 1,2 |

| | | | | |
|-------------------------------|---|----------------|---|-----|
| | <ul style="list-style-type: none"> Is committed to safeguarding and promoting the welfare of children and young people | 1,2,5 | | |
| Equality Issues | <ul style="list-style-type: none"> Ability to demonstrate a working commitment to equality of opportunity and safeguarding for all pupils. Awareness of the effects of discrimination on pupils, parent, colleagues and policy. | 1,2 1,2 | | |
| Education and Training | <ul style="list-style-type: none"> Qualified Teacher Status Evidence of a commitment to proactively driving own professional development | 1,4 1,2 | <ul style="list-style-type: none"> NPQML / Leading from the Middle / Effective Middle Leadership Programme or equivalent | 1,4 |

(1 = Application Form 2 = Interview 3 = Test 4 = Proof of Qualification 5 = Practical Exercise)

We will consider any reasonable adjustments under the terms of the Disability Discrimination Act (1995), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The Job-holder will ensure that Luton Borough Council's policies are reflected in all aspects of his/her work, in particular those relating to;

- i) Equal Opportunities
- ii) Health and Safety,
- iii) Data Protection Act (1984 & 1998).

CVs will not be accepted for any posts based in schools. The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure & Barring Service (DBS).