**HILLBOROUGH INFANT AND NURSERY SCHOOL**

Key to success



Do your best

**Teacher**

**Person Specification**

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

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Essential (E):- without which candidate would be rejected.

Desirable (D):- useful for choosing between two good candidates.

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| **Please make sure, when completing your application form, you give clear examples**  **of how you meet the essential and desirable criteria.** | | | | |
| **Attributes** | **Essential** | **How Measured** | **Desirable** | **How Measured** |
| **Experience** | Teaching in the relevant age group.  Using data to inform target setting and planning. | 1,2  1,2 |  |  |
| **Skills/Abilities** | Able to communicate with a variety of stakeholders (e.g. colleagues, parents, external agencies).  Able to use IT to support both the curriculum and work organisation.  Able to work as part of, and contribute to, a whole-school, multi-disciplinary team.  Able to monitor and evaluate teaching and learning.  Able to identify the necessary resources which ensure high quality teaching and learning.  Able to assess the needs of individuals to inform lesson planning.  Able to deliver high quality lessons, evaluate the impact of these and develop future planning accordingly. | 1,2  1,2  1,2  1,2  1,2  1,2, 5  5 |  |  |
| **Competencies** | Able to demonstrate appropriate motivation to work with young people.  Able to form appropriate relationships with young people.  Emotional resilience in working with challenging behaviours.  Appropriate attitudes to use of authority and maintaining discipline. | 1,2  1,2  1,2  1,2 |  |  |
| **Equality Issues** | Demonstrate commitment to inclusive teaching and learning.  Awareness of the effects of discrimination on pupils, parents, colleagues and policy. | 2,5  1,2 |  |  |
| **Specialist Knowledge** | Subject/KS, curriculum knowledge. | 1,2 |  |  |
| **Education and Training** | Qualified Teacher Status.  Evidence of on-going CPD. | 4  1,2 | Evidence of meeting the threshold standards.  Sustained and substantial performance in threshold standards. | 1,2  1,2 |
| **Other Requirement** |  |  |  |  |

**( 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 Act (1995) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The post holder will ensure that school’s policies are reflected in all aspects of his/her work, in particular those relating to;

1. Equal Opportunities
2. Health and Safety
3. Data Protection Act (2018)
4. Code of Conduct

**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 and Barring Service.**

**CVs will not be accepted for any posts based in schools.**