



## TOWNHILL INFANT SCHOOL

### PERSON SPECIFICATION



**POST TITLE:** Teacher

The following are the main attributes the Governing Body would wish to see offered by candidates. It is provided as guidance rather than an exhaustive tick list.

Candidates will be assessed by: **A** – Application form **I** – Interview **R** – References

| Requirements of the post    | Essential  | Assessed by  | Desirable  | Assessed by |
|-----------------------------|--|--|--|-------------|
| Qualifications              | Qualified Teacher Status   | A  |  |             |
| Experience                  | Successful teaching within the primary range   | A/R  | Experience within KS1  | A/R         |
| Knowledge and understanding | <ul style="list-style-type: none"> <li>• Has a thorough understanding of young children's needs and how they learn</li> <li>• Sound understanding of KS1 ongoing assessment and levelling of work</li> <li>• Understands the importance of developing thinking skills</li> <li>• Sound understanding of the primary framework and programmes of study</li> </ul>   | <p style="text-align: center;">I</p> <p style="text-align: center;">A/I</p> <p style="text-align: center;">A/I</p> <p style="text-align: center;">A</p>  | Experience of developing children's thinking skills            | A/I         |
| Skills                      | <ul style="list-style-type: none"> <li>• To be an outstanding, innovative and creative teacher</li> <li>• To be able to identify and solve problems independently and creatively</li> <li>• To be an effective communicator with all staff and share information accurately</li> <li>• To be an active listener</li> <li>• Ability to exhibit and foster a positive attitude</li> <li>• Ability to encourage positive partnerships with parents</li> <li>• Flexible approach</li> <li>• Possess a positive attitude to change</li> <li>• Ability to manage time effectively</li> </ul> | <p style="text-align: center;">I/R</p> <p style="text-align: center;">I/R</p> <p style="text-align: center;">R/I</p> <p style="text-align: center;">I</p> <p style="text-align: center;">R/I</p> <p style="text-align: center;">R/I</p> <p style="text-align: center;">I</p> <p style="text-align: center;">A/R</p> <p style="text-align: center;">R/I</p> | Ability to work co-operatively within an open plan environment | A           |

| Requirements of the post  | Essential  | Assessed by                               | Desirable | Assessed by |
|---|--|---|-----------|-------------|
| Skills  | <ul style="list-style-type: none"> <li>To plan effectively at all stages and to differentiate to meet the learning needs of all pupils</li> </ul>  | R   |           |             |
| Personal Qualities  | <ul style="list-style-type: none"> <li>Well organised, professional, innovative and tactful</li> <li>A reflective practitioner</li> <li>Able to work under pressure and meet deadlines</li> <li>Sense of humour</li> <li>Ability to manage an appropriate work-life balance</li> <li>Passionate about wanting to make a difference to our pupil's life chances</li> <li>An approachable and friendly manner</li> </ul> | A/I<br>R<br>R<br>R/I<br>I<br><br>A/I<br>I |           |             |
| Understanding of key safeguarding issues and procedures across the school | <ul style="list-style-type: none"> <li>Ensure correct reporting and monitoring of any safeguarding issues arising across the school;</li> <li>To maintain appropriate levels of confidentiality and data security in respect of personal / pupil / colleague information;</li> <li>To comply with the values, ethos and safe working practices of the whole school</li> </ul>  | A/I<br><br>R/I<br><br><br>R/I             |           |             |

Candidates are reminded to ensure that evidence for all statements marked with an 'A' is included on their application form as this will form the short-listing criteria for interviews.