

NICOL MERE PRIMARY SCHOOL

APPOINTMENT OF CLASSROOM TEACHER & PE LEADER PERSON SPECIFICATION/SELECTION CRITERIA

Note: Candidates failing to meet any of the essential criteria will automatically be excluded.

A TRAINING AND QUALIFICATIONS

	Essential or desirable	Evidence A-Application R-Reference I-Interview
Qualified teacher status	E	A
Evidence of further qualifications/training	D	A

B EXPERIENCE & EFFECTIVENESS OF TEACHING AND EDUCATIONAL MANAGEMENT

	Essential or desirable	Evidence A-Application R-Reference I-Interview
Proven up to date experience of teaching the new curriculum	E	A/I
Ability to challenge pupils and adults to ensure they perform at their best (including coaching and mentoring)	E	A/I
Proven track record of outstanding classroom practice	E	A/I
Proven ability to lead and teach outstanding PE	E	A/I

C PROFESSIONAL KNOWLEDGE AND UNDERSTANDING – Applicants should demonstrate a good knowledge and understanding of the following :

	Essential or desirable	Evidence A-Application R-Reference I-Interview
Self-evaluation and school monitoring linked to the most up to date inspection requirements	E	A/I
What the features of outstanding Teaching and Learning are	E	A/I
Social economic background and deprivation school indicators	D	A/I
Expected and aspirational levels of progress and attainment across the primary range	E	A/I
How school leadership and management should drive improvement	D	A/I
Curriculum and assessment, including subjects and cross curricular aspects	E	A/I
School improvement strategies, including use of national comparative data to set targets	E	A/I
Local and national policies, priorities, statutory frameworks and initiatives	E	A/I
How early intervention through provision mapping secures pupil progress	E	A/I
How precision teaching secures pupil progress	E	A/I
How to moderate work to support pupils to move on to their next stage of learning	E	A/I

D PERSONAL SKILLS AND ATTRIBUTES

Applicants should be able to provide evidence that they have the necessary personal skills and attributes required by the post.

	Essential or desirable	Evidence A-Application R-Reference I-Interview
Proven expertise and proven leadership in one or more of the following : KS1 & PE	D	A/I
Ability and commitment to support out-of-hours learning	E	A/I
Commitment to securing and supporting community links including all stakeholder events eg fundraising , residential visits	E	A/I
Understanding of the structure of local services and ability to work across multi-agency boundaries	D	A/I

E CONFIDENTIAL REFERENCES AND REPORTS

	Essential or desirable
Professional references should provide a strong level of support for relevant professional and personal knowledge, skills and abilities referred to above	E
Positive recommendation from current employer	E