



THRYBERGH PRIMARY SCHOOL TEACHER

PERSONAL SKILLS CHARACTERISTICS	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT	SHORTLIST CRITERIA	SHORTLISTING NOTES
1. Experience <ul style="list-style-type: none"> • Appropriate qualifications • Successful, recent teaching experience in KS2 	 ✓ ✓		 AF/R AF	 ✓ ✓	
2. Qualifications and Training <ul style="list-style-type: none"> • Degree • Good knowledge of current educational issues within the government's school improvement agenda • Evidence of continuing professional development (CPD) • Other professional qualification 	 ✓ ✓ ✓	 ✓	 CQ CQ AF/REF AF/I CQ	 ✓ ✓ ✓ ✓	
3. Special Skills and Knowledge <ul style="list-style-type: none"> • Commitment to the concept of continuous school improvement • Secure National Curriculum and assessment knowledge • Evidence of clear child centred philosophy and educational vision • Evidence of high expectations for children's behaviour and achievement • Capacity to use ICT to increase the efficiency of the school (management and learning/teaching) 	 ✓ ✓ ✓ ✓ ✓ ✓ ✓		 AF/I/R AF/I AF/I I/R AF/I I/R AF/I	 ✓ ✓ ✓ ✓ ✓ ✓ ✓	

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4. Personal Qualities <ul style="list-style-type: none"> • Clear oral communication • Good written communication • The ability to communicate effectively to a range of audiences • The ability to form effective working relationships • Good organisation and management skills • The capacity to motivate others • Professionally articulate • Good time management • Capacity to support a high level of staff morale 	 ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓		 I AF AF/I AF AF/R I/R AF/I I/R I/R	 ✓ ✓ ✓	
5. Personal Circumstances <ul style="list-style-type: none"> • The flexibility to respond to the full range of responsibilities described in the job description 	✓		AF/I/R	✓	
6. Physical Requirements <ul style="list-style-type: none"> • Smart appearance commensurate with the role • No serious health problems that are likely to impair or impact upon job performance, (that is one that can be accommodated by reasonable adjustments) • Good attendance record in current employment (not including absences resulting from disability) 	 ✓ ✓ ✓		 I I/R I/R	 ✓ ✓ ✓	

Key:

AF = Application Form
R = References

I = Interview
CQ = Certificate of Qualification

This specification has been prepared in accordance with the requirements of the Council's Equal Opportunities in Employment Policy.

We undertake to make any 'reasonable adjustments' to a job or workplace to counteract any disadvantages a disabled person may have.

Specification completed by: Mrs R Harrison

Date: 20.09.2017