Newcastle City Council

Person Specification – Teacher

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	A DfE recognised and relevant teaching qualification.
2	Able to design and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs, e.g. pupils with SEND, EAL.
3	Proven track record of teaching experience in KS1 and/or KS2 which has been graded as consistently good or outstanding.
4	A good knowledge and understanding of all subject(s) / curriculum areas and the relevant statutory and non-statutory curricular / frameworks, e.g. National Curriculum.
5	A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies.
6	Good written communication skills.
7	Evidence of relevant and on-going professional development and training, *(not applicable for a NQT).*
8	**Sympathetic to and supportive of the school's mission statement and Christian values.**

Desirable

9	A practising Christian
10	A BA/BSc Degree in a subject area (or related to the subject area) or relevant in depth knowledge of a subject area.
11	Experience of developing the curriculum in a particular subject(s) or leading a particular phase or project (KS1 or KS2).
12	Willing to contribute to extra-curricular activities and support the extended schools agenda by running an after school club, e.g. sport, art, music
13	Ability to play a musical instrument.

Part B: Assessment Stage

Items 2, 4, 5, 8, 11 & 12 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress in KS1 or KS2.
2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Able to engage and motivate learners in the school environment.
4	Able to contribute to and support the development of a creative and inspiring curriculum in a particular area(s).

5	Have positive values, attitudes and have high expectations for learners.
6	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well-being.
7	Able to work collaboratively as member of a team and contribute to the professional development of colleagues, including the sharing of effective practice.
8	Able to plan, organise and prioritise and manage time effectively.
9	Good verbal and interpersonal skills.
10	Able to use ICT knowledge and skills very effectively in the learning environment.

Desirable

11	Experience in contributing to whole school improvement planning and self-evaluation.

The following methods of assessment will be used:

Method		**Method**	
Interview	Yes	Presentation	No
Lesson Observation	Yes	Structured discussion with pupils	Yes
Group activity	Yes	Buffet lunch with school staff	Yes

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Professional Registration/QTS check with the National College for Teaching and Leadership
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Medical clearance
7	A good attendance record