



Personnel Specification: Teacher

Attributes	Essential	Desirable	Identified
Knowledge and Experience	<ul style="list-style-type: none"> ○ Knowledge and understanding of teaching and learning ○ Knowledge of and sympathy with education in a multi-cultural society ○ Knowledge and understanding of developments and initiatives in education 	<ul style="list-style-type: none"> ○ Teaching experience at both key stages ○ Experience of working with other members of staff ○ Experience of working with bi-lingual children ○ Experience of working with SEN children ○ Good IT skills 	Application form Interview Reference Observation of teaching
Qualifications	<ul style="list-style-type: none"> ○ QTS status or equivalent 	<ul style="list-style-type: none"> ○ Further relevant qualifications 	Application form Certificates Interview
Interpersonal Skills	<ul style="list-style-type: none"> ○ Approachable, flexible and willing to accept change ○ Effective communicator both verbally and written ○ Will seek advice and support when necessary ○ Able to work as a member of a team ○ Able to build relations with children, staff, parents and governors 		Application form Interview Reference
Practical and Intellectual Skills	<ul style="list-style-type: none"> ○ Have a clear understanding of how children learn and what makes an effective learning environment ○ Have excellent organisational and planning skills ○ Able to maintain confidentiality 	<ul style="list-style-type: none"> ○ Experience of working with parents ○ Able to offer curriculum strengths 	Application form Interview Reference
Disposition and Attitude	<ul style="list-style-type: none"> ○ Honest and reliable ○ Calm and able to respond to the changing demands of school and school life 		Application form Interview Reference

	<ul style="list-style-type: none"> ○ Flexible and willing to adapt to changing circumstances 		
Attributes	Essential	Desirable	Identified
Training	<ul style="list-style-type: none"> ○ Recent and relevant INSET ○ Willing to undertake further training and development as necessary 		Application form
Circumstances	<ul style="list-style-type: none"> ○ Able to attend evening and weekend meetings as required 		Application form