



Cottenham Primary School

Unqualified Teacher – Person Specification

| Person Specification The School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. | | | |
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| | Essential These are qualities without which the Applicant could not be appointed. | Desirable These are extra qualities which can be used to choose between Applicants who meet all of the essential criteria. | Method of Assessment |
| Qualifications | C grade or above at GCSE in English and Maths. | Further Education Qualifications (e.g. A Levels, Degree, PGCE) | Production of Applicant's certificates |
| Attainment and Experience | Experience of teaching to small groups Experience of managing own time effectively | Experience of teaching to a whole class Experience of planning for progression for pupils over a period of time | Application form Lesson observation Interview Professional References |
| Skills | Excellent interpersonal skills including the ability to relate well to people on all levels (including parents), to resolve conflicts in a sensitive manner, to encourage and motivate. Ability to work as a member of a team, to show initiative and imagination, and to clearly align with the school's culture and agreed expectations for teaching techniques Good organisational and administrative skills. Ability to plan and deliver programmes of work (or to deliver lessons planned by colleagues) to the whole class; prepare and implement activities, monitoring the pupils' response and modifying the activities to achieve progression towards the intended learning outcomes. Ability to manage behaviour of a whole class An understanding of corporate responsibility including professional confidentiality. Ability to organise personal workload and manage time effectively. Ability to use ICT effectively in school administration and classroom practice. Excellent written and spoken English and the ability to articulate and communicate clearly. | Evidence of commitment to professional development. Understanding of curriculum design and implementation. Willingness to become involved in the extra-curricular life of the school. | Application Form Lesson observation Interview Professional references |





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| Knowledge | <p>Sound knowledge of the requirements of the National Curriculum.</p> <p>Knowledge of a range of teaching, learning and assessment strategies which contribute to effective pupil progression and high standards of achievement.</p> <p>Confidence to teach the full range of the primary curriculum.</p> <p>Knowledge of effective strategies to improve continuity and progression in pupil learning.</p> <p>Knowledge of effective approaches to curriculum planning.</p> <p>A commitment to inclusive practices within the primary school.</p> <p>An understanding of the statutory requirements of legislation concerning equal opportunities, health and safety, SEND and child protection.</p> | <p>Subject specific expertise.</p> <p>Willingness to engage with educational research</p> | <p>Application Form</p> <p>Lesson observation</p> <p>Interview</p> <p>Professional references</p> |
| Personal competencies and qualities | <p>Personal integrity, honesty, energy, stamina and enthusiasm.</p> <p>A commitment to personal professional development.</p> <p>The ability to be flexible and manage unexpected events calmly and positively.</p> | | <p>Application form</p> <p>Interview</p> <p>References</p> |

