



St. John's Church of England Middle School Academy



Person Specification – Mainscale Teacher

This person specification will be used for shortlisting and interview purposes. Criteria are identified as **Essential (E)** or **Desirable (D)**.

1. Qualifications & Training

- Qualified Teacher Status (QTS) – **E**
- Degree or equivalent qualification – **E**
- Evidence of relevant and ongoing professional development – **E**
- Subject specialism in English, Mathematics or a Modern Foreign Language – **D**

2. Experience

- Experience of teaching in a primary or middle school setting (KS2 and/or KS3) – **E**
- Experience of planning, delivering and evaluating high-quality lessons – **E**
- Experience of using assessment to inform teaching and improve pupil progress – **E**
- Experience of working with pupils with a range of abilities, including disadvantaged and SEND pupils – **E**
- Experience of contributing to a team and working collaboratively with colleagues – **E**
- Experience of leading a subject or area of responsibility – **D**
- Experience in a Church school or understanding of faith-based education – **D**

3. Knowledge & Understanding

- Secure knowledge of the National Curriculum and relevant assessment frameworks – **E**
- Understanding of effective teaching, learning and behaviour management strategies – **E**
- Understanding of safeguarding and child protection procedures – **E**
- Knowledge of strategies to support inclusion and meet the needs of all learners – **E**
- Understanding of how to use data to track and improve pupil progress – **E**
- Understanding of the role of pastoral care in supporting pupil wellbeing – **E**
- Awareness of current educational developments and best practice – **D**

4. Skills & Abilities

- Ability to deliver engaging and well-structured lessons that motivate and inspire pupils – **E**
- Ability to plan effectively to meet the needs of all learners – **E**
- Strong classroom management skills and high expectations of behaviour – **E**
- Ability to assess, monitor and report on pupil progress accurately – **E**

- Ability to build positive relationships with pupils, staff, parents and carers – **E**
- Effective communication skills, both written and verbal – **E**
- Ability to work collaboratively as part of a team – **E**
- Ability to use technology effectively to support teaching and learning – **D**

5. Personal Qualities

- Commitment to safeguarding and promoting the welfare of children – **E**
- High expectations and commitment to achieving the best outcomes for all pupils – **E**
- Enthusiasm, resilience and a positive attitude to teaching and learning – **E**
- Commitment to inclusive education and equal opportunities – **E**
- Ability to reflect on practice and engage in continuous professional development – **E**
- Willingness to contribute to the wider life of the school – **E**
- Commitment to supporting the Christian ethos and values of the school – **E**

6. Other Requirements

- Willingness to undertake all relevant safeguarding checks, including an Enhanced DBS disclosure – **E**
- Commitment to upholding the policies and procedures of the school and Trust – **E**

Notes for Applicants

This person specification will be used to assess candidates through application, references, and interview in line with safer recruitment practices as outlined by the Department for Education.