

**Wakefield Regional Partnership for Initial Teacher Training
Person Specification**

Attributes	Essential	How Identified	Desirable	How Identified
Relevant Experience	1. Previous experience of working with young people 2. Minimum 5 days school-based experience in phase applied for	<ul style="list-style-type: none"> • Application form • Interview • Reference As above	1. Previous experience of working with young people in a relevant setting 2. 10+ days school-based experience in phase applied for	<ul style="list-style-type: none"> • Application form • Interview • Reference As above
Qualifications	1. Honours Degree at least 2:2 classification (or recognised equivalent) 2. GCSE English and mathematics at Grade C or above (or recognised equivalent at Level 3*) Primary applicants Also the above plus: 3. GCSE Science at Grade C or above (or recognised equivalent at Level 3*) for Primary	<ul style="list-style-type: none"> • Application Form • Interview As above As above	1. A broad range of other general and further qualifications 2. Honours Degree at least 2:1 classification (or recognised equivalent)	<ul style="list-style-type: none"> • Application form • Interview As above

	Secondary applicants 50% of degree to be in the chosen specialist subject			
Skills and Abilities	<p>1. Good standard of written and spoken English</p> <p>2. Excellent communication skills – written and verbal</p> <p>3. Good organisational skills</p>	<ul style="list-style-type: none"> • Application form • Reference • Interview – presentation and internal Maths and Literacy tests** <p>As above</p> <p>As above</p>	1. Competent ICT Skills	<ul style="list-style-type: none"> • Application form • Interview
Personal Qualities	<p>1. Ability to work under pressure and meet deadlines</p> <p>2. Good interpersonal skills</p> <p>3. Ability to use initiative, flair and creativity</p> <p>4. Ability to see different perspectives</p>	<ul style="list-style-type: none"> • Application form • Reference • Interview <p>As above</p> <p>As above</p> <p>As above</p>		

	<p>5. Ability and desire to work as part of a team</p> <p>6. Ability to establish good professional relationships with all colleagues</p> <p>7. High expectations of self and others</p> <p>8. High level of self motivation</p> <p>9. Committed to supporting equal opportunities</p>	<p>As above</p> <p>As above</p> <p>As above</p> <p>As above</p> <p>As above</p>		
Knowledge and Understanding	<p>1. Some knowledge of a teacher's role in school</p> <p>2. Awareness of the professional attributes expected from a teacher</p>	<ul style="list-style-type: none"> • Application form • Interview • Reference <p>As above</p> <p>As above</p>	<p>1. Prior Knowledge of school context e.g. key stages, National Curriculum, National requirements for assessment testing</p> <p>2. Awareness of wider educational issues</p>	<ul style="list-style-type: none"> • Application form • Interview • Reference <p>As above</p>

	3. Knowledge of policies and procedures in relation to the safeguarding of children and young people			
Professional Characteristics	1. Potential to project a professional image for the school	<ul style="list-style-type: none"> • Interview - presentation • Reference 		

The successful applicant will be required to complete a Disclosure Application Form and to provide criminal conviction information.

* GCSE / Level 3 qualifications must be in place at point of application

** The internal Maths and Literacy tests are in addition to the Professional Skills Tests required by NCTL