



Recruitment: Personal Specification - Teacher

	✓ Essential	Supporting Evidence
1. Physical	<ul style="list-style-type: none"> ✓ Smart appearance ✓ Good attendance 	Job and Medical History from application form and references. Performance in interview process.
2. Qualifications	<ul style="list-style-type: none"> ✓ QTS ✓ Degree or equivalent qualification ✓ Subject specialist 	Formal possession of an appropriate qualification to be verified at interview or from records. Employment history record.
3. Training/Special Knowledge	<ul style="list-style-type: none"> ✓ Knowledge of the National Curriculum ✓ Knowledge of the role of a class tutor and pastoral care 	Past training employment history from application form and records. Selection process by demonstration of ability to display knowledge and skills at the interview.
4. Circumstances (Personal)	<ul style="list-style-type: none"> ✓ Able to attend School Meetings and Parents' Evenings ✓ Supportive of the strong Christian Ethos ✓ Attends a local church 	Ensuring candidates are aware of these requirements from the post description. Interview questions and application form details.
5. Practical and Intellectual Skills.	<ul style="list-style-type: none"> ✓ Able to assess and evaluate student work and plan for progression 	Performance in related selection process.
6. Disposition	<ul style="list-style-type: none"> ✓ Committed to safeguarding and the welfare of pupils. ✓ Able to work as part of and develop a team ✓ Able to use own initiative 	Safer Recruitment process and the rigorous pre-employment checking. Performance in related selection process, e.g. exercise, group discussion, problem solving, questions etc
7. Legal Requirements	<ul style="list-style-type: none"> ✓ Enhanced DBS Clearance ✓ The River School expects all its employees to share its commitment to safeguarding and the welfare of its pupils. We will follow our Safer Recruitment process and do rigorous pre-employment checking in order to demonstrate that commitment. 	Application form, interview questioning and references. Barring list and DBS checks.