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| SPECIFICATION | ESSENTIAL | DESIRABLE |
| 1. Qualifications
 | * Qualified teacher status
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| 1. Experience
 | * Experience of the Primary Curriculum
 | Statutory Test Assessment experience |
| 1. Knowledge, understanding and skills
 | * Knowledge and understanding of the characteristics of effective schools
* Ability and skills to facilitate learning and progress
* Plan & teach well structured lessons
* Ability to recognise children’s strengths and barriers and respond appropriately in learning
* Experience of subject leadership, or a desire to undertake this over time
* A knowledge of theory and practice in providing child centred education that places pupils at the centre of learning
* Effective use of ICT in the classroom and as a management tool
* A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning
* Ability to organise work, prioritise tasks, make decisions and manage time effectively
* Awareness of new statutory assessment
 | Proven success of achievement at Key Stage outcomes Evidence of year group progressionFlexibility to work across Key Stages |
| 1. Qualities
 | * Ability to think creatively and imaginatively
* Able to support the Christian ethos of the school
* Empathy with children
* Ability to be reflective and self critical
* Able to work within a model of distributed leadership
* Manage delegated tasks with efficiency and professionalism
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| 1. Relationships
 | * Ability to promote positive behaviour from all pupils ensuring high standards of discipline and good relationships
* Ability to work as an effective team member
* Understanding of the need for good home/school relationships and the school’s responsibility to parents and carers
* Awareness of the need for the school to play a full part in the local community
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| 1. Personal Characteristics
 | * Professionalism
* Good communication skills
* Aspirational
* Commitment
* Warmth & enthusiasm
* ‘Can Do’ attitude
* High expectations of self and others
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| 1. Professional Development
 | * Demonstrate commitment to professional development
* Keeps abreast of government initiatives
* Keeping up to date with current developments & research
* Able to support and develop colleagues through sharing expertise
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| 1. Reliability
 | * Has demonstrated reliability over a period of time
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| 1. References
 | * Candidate is recommended
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Cavendish Church of England Primary School
Person Specification for the Post of Class Teacher
Candidates should be able to demonstrate how they meet the DfE Teaching Standards