**London Borough of Waltham Forest**

**Person Specification**

**POST: Class Teacher Grade: MPS/UPS**

**Note to Applicants**

**This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.**

The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.

The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the Essential Criteria.

The **How Identified** column shows how the School will obtain the necessary information about you.

If the **How Identified** column says the **Application Form** next to an **Essential Criteria** or a **Desirable Criteria,** you **MUST** include in your application enough information to show **how** you meet this criteria. You should include examples from your paid or voluntary work.

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|  | **ESSENTIAL**  **CRITERIA** | **HOW**  **IDENTIFIED** | **DESIRABLE**  **CRITERIA** | **HOW**  **IDENTIFIED** |
| **Qualifications and Training** | * Qualified Teacher Status * Teaching experience with pupils | Application form,  Checking of  Certificates and letter of application | Catholic Teacher’s Certificate(CCRS)  Evidence of other related recent study | Application form and interview |
| **Work-Related**  **Experience and**  **Associated Skills** | **Evidence of:**   * Knowledge and understanding of the National Curriculum * Experience as an excellent classroom practitioner * Proven ability to provide an effective and positive approach to behaviour management * Experience and understanding of planning for, monitoring and evaluating the progress of individual pupils and groups * Understanding of an effective learning environment and the ability to create an inclusive classroom * Understanding of the principles of differentiation, feedback, assessment / observations target setting and record keeping and their use in raising personal and academic achievement * Organised approach with the ability to initiate new ideas * A commitment to safeguarding and promoting the welfare of children in school * High expectations of all pupils: respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements * Ability to build and maintain successful relationships with pupils, treat them consistently, with respect and consideration, and demonstrate concern for their development as learners | Application form/  Letter of application/  Interview | Involvement in extra-curricular activities  To be confident in the use of ICT incl. Interactive  Whiteboards | Application form/  Letter of  application and  interview |
| **Personal**  **Skills/Specialist**  **Knowledge** | **Evidence of:**   * Your commitment to teaching pupils and their continued development * Your ability to form and maintain effective professional relationships with staff and families * Your willingness to involve yourself in the wider life of the school * Your commitment to furthering your own professional knowledge and skills * Have high expectations and a commitment to inspiring pupils through creativity * An ability to positively adapt to sudden changes in routine * Able to improve your own practice through observations, evaluation and discussion with colleagues * Ability to work collaboratively with colleagues, and carry out the role effectively, knowing when to seek help and advice | Application form/  Letter of application/  Interview /  References | Tidy and organised worker  A proactive and positive disposition | Interview /  References |
| **Special Working Conditions** | * An understanding of the distinctive nature of a Catholic School * Ability to work as part of a strong, friendly team and contribute to team dynamics * Attendance at all meetings/ parents evenings as required by the Headteacher * To maintain high standards for both children’s learning and behaviour | Application form/  Letter of application/  Interview /  References | A commitment to support the full life of the school | Interview /  References |