



PERSON SPECIFICATION – CLASS TEACHER

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none">• Have qualified teacher status• An enhanced DBS check (completed on appointment)• Proven suitability to work with children and young people (through references)	
KNOWLEDGE & UNDERSTANDING	<ul style="list-style-type: none">• Have detailed knowledge of the relevant aspects of the National Curriculum and other statutory requirements and initiatives.• Have secure subject knowledge and know how to use pupils' misconceptions as a way of moving learning forward.• Have the ability to lead and manage a curriculum subject	<ul style="list-style-type: none">• Demonstrate knowledge and understanding and take account of wider curriculum developments which are relevant to your work.• Experience of planning and implementing a creative, thematic, rigorous curriculum.• Sustained experience of teaching in Key Stage 2.
PLANNING EXPECTATIONS	<ul style="list-style-type: none">• Be able to identify clear learning goals, content, lesson structures and sequences according to the subject matter and the pupils being taught.• Be able to set clear targets for pupils' learning, building on prior attainment.• Have experience of working with children with a range of special educational needs and be able to provide positive and targeted support.• Be able to write and implement Individual Learning Plans/IEPs and keep records	<ul style="list-style-type: none">• Demonstrate consistent and effective planning of lessons and sequences of lessons to meet pupils' learning needs.• Demonstrate consistent and effective use of information about prior attainment to make clear expectations for all pupils.
TEACHING & MANAGING PUPIL LEARNING	<ul style="list-style-type: none">• Have a proven track record of good teaching.• Be able to ensure effective teaching of whole class, groups and individuals so that teaching objectives are met.• Set high expectations for pupil behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.• Use inclusive teaching methods which keep pupils engaged, including stimulating curiosity, using effective questioning, clear presentation and good use of resources.	<ul style="list-style-type: none">• Demonstrate consistent and effective use of a range of appropriate strategies for teaching and classroom management.• Experience of and willingness to lead extra-curricular activities• Have a proven track record of good/outstanding teaching.
ASSESSMENT & EVALUATION	<ul style="list-style-type: none">• Be able to assess how well learning objectives have been achieved and use this assessment to inform future teaching.• Use school-based assessment systems to monitor progress and plan targeted next steps in learning• Mark and monitor pupils' learning in both class and home providing constructive oral and written feedback and identify next steps in line with the schools marking policy.	
PUPIL ACHIEVEMENT	<ul style="list-style-type: none">• Be able to analyse pupil progress and attainment data and use this to effectively plan provision to secure progress towards pupil targets.	<ul style="list-style-type: none">• Be able to demonstrate that, as a result of teaching, pupils achieve well in relation to their prior attainment, making progress as good as or better than similar pupils nationally.



PERSON SPECIFICATION – CLASS TEACHER

RELATIONS WITH PARENTS & WIDER COMMUNITY	<ul style="list-style-type: none">• Prepare and present informative reports to parents.• Understand the need to liaise with outside agencies responsible for pupil welfare.• Communicate effectively with parents and carers.	
MANAGING OWN PERFORMANCE & PROFESSIONAL DEVELOPMENT	<ul style="list-style-type: none">• Demonstrate a commitment to being part of a whole school learning community• Understand the need to take responsibility for your own professional development and keep up-to-date with research and developments in pedagogy and in the subjects taught.• Have an understanding of your professional responsibilities in relation to school policies and practices.• Set a good example to the pupils you teach in terms of your presentation and personal conduct.• Be able to evaluate your own teaching critically and use this to improve effectiveness	<ul style="list-style-type: none">• Demonstrate responsibility for your own professional development and use the outcomes to improve teaching and children's learning.
MANAGING & DEVELOPING STAFF & OTHER ADULTS	<ul style="list-style-type: none">• Make effective use of support staff and volunteers in the classroom.• Be able to establish good relationships, encourage good working practices, support and lead teachers in the key stage	
MANAGING RESOURCES	<ul style="list-style-type: none">• Select and make good use of books, ICT and other learning resources which enable teaching objectives to be met.• Ability to create a caring, challenging and effective learning environment for pupils.	<ul style="list-style-type: none">• Experience of organising school visits.