



PERSON SPECIFICATION - CLASS TEACHER

Selection for interview will be based on the criteria outlined in this form. At each stage of the process an assessment will be made by the appointment panel to determine how far the criteria have been met. Candidates who do not meet asterisked (*) criteria will not be considered.

Criteria should be addressed on the application form and/or in the statement of application as indicated. Criteria will be further tested later in the process through interviews and other methods such as teaching a small group of pupils.

When completing your statement of application, you should ensure that you provide supporting evidence of how you meet the criteria through reference to recent work or other relevant experience.

1. Education, qualifications and training

- * (a) DfE qualified teacher status
- * (b) Recent participation in a course and evidence of subsequent application of new learning.
- (c) A clear understanding of own professional development needs and a commitment to addressing these.

2. Experience

- * (a) Successful teaching experience within the 3 - 11 age range
- (b) Experience of working with children with a wide variety of learning needs including pupils with special educational needs, pupils with English as an additional language and children from challenging or disadvantaged home circumstances.

3. Skills and abilities

- (a) Proven ability as a good to outstanding classroom practitioner, with particular skills in relation to managing pupils' behaviour effectively and differentiating planning to ensure the needs of every pupil are met.
- * (b) Proven ability in achieving expected or better than expected rates of progress and high achievement.
- (c) Ability to work collaboratively with colleagues and the wider school community in the development of the school.
- (d) Ability to motivate and manage pupils effectively.
- (e) Ability to communicate effectively and sensitively with a wide variety of people, including children, staff, parents/carers and the governing body
- (f) Competent ICT skills.
- (g) Effective time management skills and the proven ability to work under pressure

4. Knowledge and Understanding

- * (a) Good knowledge of the curriculum requirements.
- * (b) Effective planning and assessment strategies to support learning, including summative techniques.
- * (c) Understanding of Assessment for Learning techniques

5. Commitments

- * (a) Commitment to all aspects of inclusive education
- * (b) Commitment to achieving high standards and challenging all pupils
- (c) Commitment to encouraging participation of parents/carers and the wider community in the life of the school. (April 23)