



CLASS TEACHER MAIN SCHOOL - PERSON SPECIFICATION

AF = Application Form I = Interview

Attributes	Essential	Test	Desirable	Test
Qualifications/Training				
Education	Qualified teacher status. Degree.	AF AF	Post Graduate Qualifications.	AF
Professional Development	Evidence of participation in CPD to develop professional skills, knowledge and understanding.	AF	Participation in work with other schools/agencies. Experience of leading CPD activities for staff. Experience of leading initiatives across a key stage, year group or whole school. MLDP or other CPD qualification.	AF AF/I AF/I AF
Experience				
Teaching	A passion and enthusiasm for learning and teaching. Experience of using class data to impact upon pupil progress. Ability to plan and differentiate work appropriately for all children. A clear understanding of the use of assessment to target planning and interventions for all children. An understanding and experience of teaching phonics.	I AF/I AF I AF/I AF/I	Experience of curriculum leadership. Experience of teaching across the primary age phase. Experience with working with children with a range of SEN. Enthusiasm and ability to use ICT creatively across the curriculum. Understanding and experience of Key Stage 1 and 2 assessment requirements. Experience of delivering phonics and planning effectively, including planning and supporting TA's to deliver programmes.	AF/I AF AF/I AF AF AF/I
Subject Leader Responsibility	Desire to lead a curriculum subject. An understanding of the role of a middle leader in school.	I I	Previous experience of leading a curriculum or school development area. Understanding of the use of assessment, tracking and target setting in raising standards. Experience of planning curriculum areas or initiatives across the age range of the school.	AF AF/I AF/I



Resources	Experience of managing classroom resources and areas. Experience of working with Teaching Assistants and other adults.	AF/I AF/I	Evidence of responsibility for developing whole school resources.	AF
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KNOWLEDGE & UNDERSTANDING				
National Framework	Knowledge of the Education Acts and other relevant legislation including equal opportunities, health & safety, SEN and child protection.	AF/I AF	Experience of Ofsted inspection and follow up. Knowledge of the EYFS Curriculum.	AF AF
	Knowledge of the National curriculum including assessment, recording and reporting.	AF/I		
Teaching and Learning	Practical understanding of effective teaching, learning and classroom management strategies. Knowledge and understanding of AfL to effectively support progress.	AF/I AF/I	Understanding of Spiritual, Moral, Social and Cultural development.	I
Special Educational Needs	Understanding of strategies to raise attainment of children with a range of SEN and higher achievers.	I	Experience of working with children with a range of learning needs. Experience of ensuring challenge for higher achievers.	AF
Parents and Community	Understanding of the role which can be played by parents and the community in supporting the school.	I	Experience of working directly with parents to raise standards and involvement.	AF/I
Governance			Knowledge of the role of governors in supporting school improvement.	I
SKILLS				
Leadership	Personal impact and presence. Promote the school's aims positively and use effective strategies to monitor motivation and morale.	I I		
Relationships	Able to establish and develop good relationships with all involved in the school. Ability to enthuse and motivate others. Able to deal sensitively with people.	I I		

Interpersonal and communication skills	Calmand positiveapproach. Ability to communicate effectively orally and in writing to a variety of audiences. Able to use ICT effectively.	I AF/I AF/I		
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ATTITUDE ;				
Education and Philosophy	A positive and energetic attitude. A desire to strive for excellence. A belief in their approach to education.	I I I		
Equal Opportunities	Commitment to equality of opportunity. Commitment to showing respect, acceptance and tolerance for others Full DBS Check.	I I	Understanding the need to promote positive role models.	I