

Class Teacher – Person Specification.

Criteria	Essential	Desirable	Method of assessment
Qualification	<ul style="list-style-type: none"> Qualified Teacher status, including NQT. Continual professional development relevant to the key stage 	<ul style="list-style-type: none"> Other higher professional qualification NPQML / Leading from the Middle / or similar middle/senior leaders course 	Certificates to be seen at interview
Experience	<ul style="list-style-type: none"> To be a good or outstanding class teacher who can lead by example. To have good curriculum knowledge across the key stage relevant to this role To have experience and success of teaching and supporting pupils with a variety of learning needs and tracking their progress through school based assessment systems. To have a good knowledge of current educational developments relevant to the key stage(s) and the curriculum To have experience of training colleagues and evidence that this has led to improved practice 	<ul style="list-style-type: none"> To have experience of leading /developing the curriculum and managing pupil development across the curriculum. To have experience of introducing new initiatives and/or of managing change To have good curriculum knowledge across other key stage(s) as well as the one relevant to this role 	Letter/References/ Interview
Job-related knowledge/ Skills & aptitudes	<ul style="list-style-type: none"> Knowledge of data recording systems such as Behaviour Watch or SIMS Understanding of OFSTED To have an effective leadership and management style that encourages participation, innovation and develops colleagues' confidence. To have strong organisational and time-management skills and the ability to delegate appropriately. To have a commitment to the safeguarding and welfare of all pupils. To have a good knowledge of how to incorporate ICT into teaching and learning programmes and be competent in using a range of ICT programmes Be a positive and supportive role model and team player Ability to empathise and cope with demands of challenging pupils To be able to think creatively and imaginatively to anticipate and solve problems and identify opportunities. To be able to work professionally and sensitively with parents/carers and other agencies To be able to embrace change and think flexibly in response to changing legislation 	<ul style="list-style-type: none"> Experience of managing a budget. Evidence of continuous professional development. 	Letter/References/ Interview
		<ul style="list-style-type: none"> Experience of leading a team and monitoring the quality of provision within that team. Able to demonstrate capacity for additional responsibility and decision making Ability to analyse data to a higher level 	Letter/ References/ Interview

Other requirements	<ul style="list-style-type: none"> • Strict confidentiality of information • Commitment to personal professional development • Commitment to equality of opportunity • Punctual, dependable and trustworthy • Patient, courteous and positive. • Welcoming and cheerful • Good general health • High level of energy and stamina • Strict adherence to the security requirements re: Child Protection and Data protection Regulations 		Letter / References/ Interview
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