**Person Specification**

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| **Job Title:** | **Class Teacher** |
| **Salary/Grade:** | **M1-M6****32.5 hours per week, 52.14 weeks per year** |
| **Academy Name:** | **Heathlands Primary Academy** |
| **Location/Address:** | **Heath Way, Birmingham B34 6NB** |

Greenheart Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We therefore expect all staff and volunteers to work to and within school policies and procedures, including safeguarding, child protection and health and safety.

This post is subject to satisfactory references which will be requested prior to the interview, an enhanced Disclosure and Barring Service (DBS) check, medical check, evidence of qualifications, plus verification of the right to work in the UK.

|  | **Essential** | **Desirable** | **How Identified** |
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| **Education & Qualifications** | Formal possession of an appropriate qualification to be verified at Interview or from records  |
| Degree in Academic Subject, or degree in Education with Academic Specialism |[x] [ ]   |
| QTS status |[x] [ ]   |
| First Aid Qualification |[ ] [x]   |
|  | ☐ | ☐ |  |
| **Relevant Experience** | Past employment activity record from Application Form or Interview. Performance in related selection methods, e.g., presentation, group discussion. |
| Proven success in Teaching and Learning |[x] [ ]   |
| Whole class, mixed ability teaching experience |[x] [ ]   |
| Experience in planning and delivering high quality and engaging lessons |[x] [ ]   |
| Knowledge of the new National Curriculum |[x] [ ]   |
| Experience of differentiated teaching methods and working with pupils with SEND |[x] [ ]   |
|  |[ ] [ ]   |
|  |  |  |  |
| **Skills & Abilities** | Past employment activity record from Application Form or Interview. Performance in related selection methods, e.g., presentation, group discussion |
| Ability to used well-judged and imaginative teaching strategies to match individual needs accurately |[x] [ ]   |
| Interest and expertise in supporting, nurturing and inspiring all children. |[x] [ ]   |
| Plan and deliver effective activities for pupils at risk of under achieving. |[x] [ ]   |
| Proven success in raising attainment in reading  |[x] [ ]   |
| Knowledge of Read Write Inc |[ ] [x]   |
| **Disposition** | Past employment activity record from Application Form or Interview. Performance in related selection methods, e.g., presentation, group discussion |
| Calm, caring, patient and nurturing |[x] [ ]   |
| Good sense of humour, ability to listen and contribute, and be a team player |[x] [ ]   |
| Organised, dedicated and in pursuit of high standards |[x] [ ]   |
| Remain calm under pressure and have a positive outlook |[x] [ ]   |
| **General & Specific or Legal knowledge** | Application form and interview questioning and reference. |
|  |  |  |  |
| Understanding Metacognition Pedagogy |[ ] [x]   |
| An understanding of the importance and impact of Quality First Teaching |[x] [ ]   |
| **Special Requirements**  |
| It is the responsibility of each employee to carry out their duties in line with GLP’s ethos and culture of safe working practices for adults working with children and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment. Each employee should act as an exemplar on these issues and must, where appropriate, identify and monitor training for themselves and any employees they are responsible for. |

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| **Developed by:**  | Pete Higgins |
| **Job Title:** |  Headteacher |
| **Date of Issue:** | 03/06/2024 |