PELHAM PRIMARY SCHOOL

PERSON SPECIFICATION

Job title: Class Teacher

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| **Competency** | **Essential** | **Desirable** | **Method of Assessment** |
| **Qualifications** | Qualified Teacher Status  Evidence of continued professional development |  | Application form  Interview |
| **Knowledge and experience** | Shows a clear and good understanding of current educational theory and practice with particular regard to :   * The National Curriculum * Equality and pupils’ access to learning   Has experience of working with pupils in the primary phase  Understands safeguarding and child protection procedures | Possible experience across more than one Key Stage | Application form  Interview |
| **Skills and aptitudes** | Can demonstrate consistent and effective planning of lessons to meet pupils’ differing learning needs  Can demonstrate ability in using ICT  Has a good understanding of how to use assessment effectively to inform planning for good teaching and learning  Can show consistent and effective use of a range of appropriate strategies for teaching to engage all learners  Has very good classroom management skills using a positive approach to promote learning and excellent behaviour  Can create and promote a happy, challenging but supportive, effective learning environment  Has high expectations of everyone  Can demonstrate involvement and commitment to all aspects of school life.  Ability to speak with confidence and accuracy, using accurate sentence structures and vocabulary  Ability to choose the right kind of vocabulary for the situation in hand without a great deal of hesitation  Ability to listen to pupils, parents (and colleagues) and understand their needs  Ability to tailor your approach to each conversation to be appropriate to the pupil, parent (and colleagues), responding clearly with fine shades of meaning, even in complex situations. | Experience of using ICT for assessment purposes | Letter of application  Interview  References |
| **Personal qualities** | Demonstrates a desire to make a difference to the lives of young people  Can show a willingness to learn and develop new skills being self-evaluative  Has good written and oral communication skills  Is enthusiastic, positive, approachable and flexible and can prioritise and manage time well  Shows an ability to work co-operatively within a team towards a common purpose  Can create and maintain positive, supportive relationships with staff, parents and governors. | Can bring personal interests and ‘enthusiasms’ to the school community | Letter of application  Interview  References |

For Jan.2020