

Person Specification

Class Teacher & Phase Leader for Years 3 and 4



	Essential	Desirable	Method of Assessment
Experience	<ul style="list-style-type: none"> Experience of teaching within the primary phase Evidence of successful primary practice Experience of curriculum leadership Evidence of supporting the development of other professionals 	<ul style="list-style-type: none"> Experience of allocating and managing a budget Experience of teaching within KS2 NCSL leading from the middle or similar Knowledge and experience of school development planning Experience of allocating and managing a budget Experience of leading and managing within a school including subject leadership 	<ul style="list-style-type: none"> Application form Interview Classroom observations
Education and Qualifications	<ul style="list-style-type: none"> Appropriate teaching qualifications Willingness to undertake further training to continue professional development 	<ul style="list-style-type: none"> Evidence of ongoing professional training 	<ul style="list-style-type: none"> Dfes number Application form Interview
Skills and Abilities	<ul style="list-style-type: none"> Excellent classroom practitioner Ability to analyse, interpret and act on test data Effective communicator Understanding of planning for differentiation in mixed ability classes Ability to accommodate different learning styles within teaching Knowledge and understanding of planning a stimulating curriculum with cross curricular links Demonstrate a range of strategies for dealing with a variety of behaviours 	<ul style="list-style-type: none"> Knowledge of current innovative practice in ICT 	<ul style="list-style-type: none"> Application form Interview Classroom observations References
Improving learning and teaching in a core subject and across the wider curriculum	<ul style="list-style-type: none"> An excellent classroom practitioner able to lead by example Knowledge and experience of a range of teaching and learning styles which reflect structured sequences of learning Ability to coach and mentor Clear understanding and commitment to safeguarding procedures Proven impact on wider curriculum Strong knowledge of the national curriculum Up-to-date knowledge about developments in Education An understanding of good practice when quality assuring the work of colleagues 	<ul style="list-style-type: none"> Experience of organising/ delivering teacher or support staff training Experience of undertaking performance management Experience of supporting whole school behaviour management Experience of observing and evaluating the quality of learning and teaching Experience of leading a subject / project / improvement area 	

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		/ research project in current post. Please give details in your application.	
Motivation and Personality	<ul style="list-style-type: none"> • Self-motivated • A sense of humour • Appreciation of the importance of a whole school 'team' atmosphere • Able to work effectively with a wide range of fellow professionals, external agencies and others • The ability to handle difficult situations sensitively 		<ul style="list-style-type: none"> • Application form • Interview • Classroom observations
Working with people	<p>Strong interpersonal skills: ability to lead, motivate, challenge and inspire colleagues and give feedback in a supportive manner</p> <p>Able to build team capacity</p> <p>Able to establish credibility with all staff</p> <p>Able to establish positive relationships with parents, carers and governors</p>	Experience of working with other agencies or organisations	
Educational Values	<ul style="list-style-type: none"> • Commitment to teaching approaches which encourage all children to give their best irrespective of ability, gender, ethnic or social background • Recognition of the importance of a stimulating environment • A commitment to the priorities of our curriculum. 		<ul style="list-style-type: none"> • Application form • Interview
Other Factors	<ul style="list-style-type: none"> • Eligibility to live and work in the United Kingdom • Suitability to work with children • Willing to react flexibly to new or unexpected situations 		<ul style="list-style-type: none"> • Interview • Required document for Asylum and Immigration Act • DBS/List 99 checks