



Together we grow, Together we achieve

Class Teacher – Job Specification Essential	Desirable	Evidence
<b>Qualifications and experience:</b> <ul style="list-style-type: none"> <li>♥ Qualified teacher status</li> <li>♥ A continued commitment to own professional development</li> <li>♥ Teaching experience (including training practice) within the designated age range</li> <li>♥ Understanding of child protection and safeguarding issues and successful measures that promote and ensure the safeguarding of children</li> <li>♥ Knowledge of current legislation, guidance and developments relating to the subject area</li> <li>♥ Successful practice in accordance with the specified teaching standards 2012 (as identified below)</li> </ul>	<b>Qualifications and experience:</b> <ul style="list-style-type: none"> <li>♥ Involvement in and organisation of wider school activities, including extra-curricular activities</li> <li>♥ Evidence of continuous Inset and commitment to further professional development</li> <li>♥ Have experience of teaching across the whole primary age range</li> <li>♥ Working in partnerships with parents and or governors</li> </ul>	Application form Certificates References
<b>Sets high expectations and inspires, motivates and challenges all children by:</b> <ul style="list-style-type: none"> <li>♥ Establishing a safe and stimulating environment for children, rooted in mutual respect</li> <li>♥ Setting goals that stretch and challenge children of all backgrounds, abilities and dispositions</li> <li>♥ Demonstrating consistently, the positive attitudes, values and behaviour which are expected of children</li> </ul>		Application form Letter of application References Interviews
<b>Promotes good progress and outcomes by children by:</b> <ul style="list-style-type: none"> <li>♥ Being accountable for children’s attainment, progress and outcomes</li> <li>♥ Being aware of children’s capabilities and their prior knowledge, and plan teaching to build on these</li> <li>♥ Guiding children to reflect on the progress they have made and their emerging needs</li> <li>♥ Demonstrating knowledge and understanding of how children learn and how this impacts on teaching</li> <li>♥ Encouraging children to take a responsible and conscientious attitude to their own work and study</li> </ul>		Application form Letter of application References Interviews
<b>Demonstrates good subject and curriculum knowledge by:</b>		Application form Letter of application

<ul style="list-style-type: none"> <li>Having a secure knowledge of the relevant subject(s) and curriculum areas, fostering and maintaining children's interest in the subject, and addressing misunderstandings</li> <li>Demonstrating a critical understanding of developments in the subject and curriculum areas, and promoting the value of scholarship</li> <li>Demonstrating an understanding of and taking responsibility for promoting high standards of literacy, articulacy and the correct use of Standard English, whatever the teacher's specialist subject</li> <li>If teaching early reading, demonstrating a clear understanding of systematic synthetic phonics</li> <li>If teaching early mathematics, demonstrating a clear understanding of appropriate teaching strategies</li> </ul>		References Interviews
<b>Plan and teach well-structured lessons by:</b> <ul style="list-style-type: none"> <li>Imparting knowledge and developing understanding through effective use of lesson time</li> <li>Promoting a love of learning and children's intellectual curiosity</li> <li>Setting homework and planning other out-of-class activities to consolidate and extend the knowledge and understanding children have acquired</li> <li>Reflecting systematically on the effectiveness of lessons and approaches to teaching</li> <li>Contributing to the design and provision of an engaging curriculum within the relevant subject area(s)</li> </ul>		Application form Letter of application References Interviews
<b>Adapt teaching to respond to the strengths and needs of all children by:</b> <ul style="list-style-type: none"> <li>Knowing when and how to differentiate appropriately, using approaches which enable children to be taught effectively</li> <li>Having a secure understanding of how a range of factors can inhibit children's ability to learn, and how best to overcome these</li> <li>Demonstrating an awareness of the physical, social and intellectual development of children, and knowing how to adapt teaching to support children's education at different stages of development</li> <li>Having a clear understanding of the needs of all children, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; those who are Pupil Premium; and being able to use and evaluate distinctive teaching approaches to engage and support them</li> </ul>		Application form Letter of application References Interviews
<b>Make accurate and productive use of assessment by:</b> <ul style="list-style-type: none"> <li>Knowing and understanding how to assess the relevant subject and curriculum areas, including statutory NC assessment requirements at the appropriate key stage</li> </ul>	<b>Make accurate and productive use of assessment by:</b>	Application form Letter of application References

<ul style="list-style-type: none"> <li>🍓 Making use of formative and summative assessment to secure children's progress</li> <li>🍓 Using relevant data to monitor progress, set targets, and plan subsequent lessons</li> <li>🍓 Giving children regular feedback, both orally and through accurate marking, and encouraging children to respond to the feedback</li> </ul>	<ul style="list-style-type: none"> <li>🍓 Knowledge and understanding of the preparation and administration of Statutory National Curriculum Tests</li> </ul>	Interviews
<p><b>Manage behaviour effectively to ensure a good and safe learning environment by:</b></p> <ul style="list-style-type: none"> <li>🍓 Having clear rules and routines for behaviour in classrooms, and taking responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy</li> <li>🍓 Having high expectations of behaviour, and establishing a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly</li> <li>🍓 Managing classes effectively, using approaches which are appropriate to children's' needs in order to involve and motivate them</li> <li>🍓 Maintaining good relationships with children, exercising appropriate authority, and acting decisively when necessary</li> </ul>		Application form Letter of application References Interviews
<p><b>Fulfil wider professional responsibilities:</b></p> <ul style="list-style-type: none"> <li>🍓 Making a positive contribution to the wider life and ethos of the school</li> <li>🍓 Developing effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support deploying support staff effectively</li> <li>🍓 Taking responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues</li> <li>🍓 Communicating effectively with parents with regard to children's achievements and well-being</li> <li>🍓 Establish and develop close relationships with parents, governors and the community</li> </ul>	<p><b>Fulfil wider professional responsibilities:</b></p> <ul style="list-style-type: none"> <li>🍓 To develop strategies for creating community links</li> </ul>	Application form Letter of application References Interviews
<p><b>Characteristics and Competencies</b></p> <ul style="list-style-type: none"> <li>🍓 Ability and keenness to promote the school's positive culture and ethos</li> <li>🍓 Ability to develop good personal relationships within a team; making an effective contribution to high morale</li> <li>🍓 Ability to establish and develop close relationships with parents, governors and the community</li> <li>🍓 Ability to communicate effectively (both orally and in writing) to a variety of audiences</li> <li>🍓 Ability to create a happy, challenging and effective learning environment</li> <li>🍓 Boundless enthusiasm, determination and drive to inspire others to achieve high standards</li> </ul>		Application form Letter of application References Interviews

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| <ul style="list-style-type: none"><li>🍓 An appetite and stamina for challenging work</li><li>🍓 A solution-focussed mindset and determined “no-excuses” approach to raising standards</li><li>🍓 A personable nature to build effective relationships with parents and all members of the school community</li><li>🍓 A lively, creative and good-humoured approach to all aspects of teaching, management and leadership</li></ul> |  |  |
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**When completing the supporting statement applicants should address each of the selection criteria with clear evidence of success**