

## Personal Specification – Class Teachers (Planning, Preparation and Assessment Cover)

|                            | Essential                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Desirable                                                                                                                                                                                                                                                                                    |
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| <b>Qualifications</b>      | <p>Qualified teacher status</p> <p>Good Degree (or equivalent) in a relevant subject</p> <p>Evidence of committing to Continuing Personal Development</p>                                                                                                                                                                                                                                                                                                                                                                                                                           | <p>Additional educational qualification(s)</p> <p>Evidence of continuous INSET and commitment to further personal development</p>                                                                                                                                                            |
| <b>Relevant experience</b> | <p>The Class teacher should have experience of teaching on the Key stage for which the post is advertised. They will have the ability to teach a wide range of subjects across the primary age range.</p> <p>Proven ability to demonstrate <b>good teaching</b> ensuring all pupils make excellent progress</p> <p>Successful and relevant primary teaching experience</p> <p>Experience and understanding of a range of <b>assessment</b> techniques to maximise student progress</p> <p>Proven ability to manage <b>behaviour</b> both within class and throughout the school</p> | <p>Successful class teaching experience across more than one key stage.</p> <p>In addition, the class teacher might have experience of:</p> <ul style="list-style-type: none"> <li>• Teaching across the whole Primary age range.</li> <li>• Working in Partnership with parents.</li> </ul> |

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| <p><b>Knowledge and Understanding</b></p> | <p>The Class teacher should have knowledge and understanding of:</p> <ul style="list-style-type: none"> <li>• The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies)</li> <li>• Statutory National Curriculum requirements at the appropriate key stage</li> <li>• The monitoring, assessment, recording and reporting of pupils progress</li> <li>• The statutory requirements of legislation concerning Equal opportunities, Health &amp; Safety, SEND and Safeguarding Children</li> <li>• The positive links necessary within school and its stakeholders</li> <li>• Effective teaching and learning styles</li> <li>• The importance of promoting the achievement of disadvantaged pupils.</li> </ul> <p>Clear understanding and detailed <b>knowledge of current curriculum and assessment</b> requirements and developments</p> <p>Understanding and adhering to relevant <b>equal opportunities, health and safety and safeguarding</b> guidance and legislation, and with commitment to keeping up to date with legislative changes affecting schools</p> | <p>In addition, the Class teacher might also have the knowledge and understanding of the links preparation and administration of statutory National Curriculum tests</p>                                                                                                                                                                                  |
| <p><b>Skills and aptitudes</b></p>        | <p>Excellent <b>organisational and time management skills</b>. Proven ability to meet deadlines and be punctual.</p> <p>Promote the schools' and Trust's aims and ethos positively</p> <p>Proven ability to <b>motivate, inspire and manage</b> staff and students.</p> <p>Ability to <b>communicate effectively</b> both orally and in writing with a variety of audiences. Ability to listen and respond to others.</p> <p>To be able to use effectively a variety of teaching and organisational styles and resources including ICT.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <p>Successful experience in reporting to and working with Governors, the LA and other external advisors or agencies.</p> <p>In addition, the Class teacher might also be able to develop strategies for creating community links.</p> <p>Ability to manage change, involving and consulting students, parents, staff, Academy Councillors and others.</p> |

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|                                    | <p>A willingness to work throughout the Primary School.</p> <p>Ability to <b>set high standards</b> and provide a <b>role model</b> for staff and pupils.</p> <p>Ability to develop positive working relationships with students, parents, staff,</p> <p>Academy Councillors and local community.</p> <p>Is trustworthy, caring and kind.</p> <p>Is approachable, but able to set appropriate personal and professional boundaries.</p> <p>Has a positive outlook and is creative, flexible and open to new ideas.</p> <p>Demonstrate a strong desire to achieve the highest possible level of educational achievement for each student in the school.</p> <p>Create a happy, challenging and effective learning environment</p> |  |
| <p><b>Special Requirements</b></p> | <p>Enhanced DBS clearance</p> <p>This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.</p> <p>Compliance with all School and Trust policies</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |  |