



Pool CE Primary School
Person Specification: Class Teacher

Aspect	Essential / Desirable	Evidence
Skills and Knowledge		
An outstanding classroom practitioner	Essential	App / Ref / SP
Up to date knowledge of educational issues	Essential	App / Ref / SP
Able to plan, differentiate and deliver lessons to children with a range of learning styles and promote independent learning	Essential	App / Ref / SP
Knowledge of a range of effective assessment for learning practices to support learning and development	Essential	App / Ref / SP
Able to use different forms of assessment, recording and reporting of pupils' attainment and progress	Essential	App / Ref / SP
Make effective use of data to monitor and evaluate pupil progress	Essential	App / Ref / SP
Make informed use of resources	Essential	App / Ref / SP
Ability to use ICT effectively to support all aspects of children's learning and professional duties	Essential	App / SP
Plan, effectively deploy and evaluate work undertaken by support staff in the classroom	Essential	App / SP
Develop the classroom learning environment to support learning	Essential	App / SP
Relate to and empathise with all pupils and develop kind and effective relationships to promote effective learning for all	Essential	App / SP
Ability to develop positive relationships with parents and staff as part of a team	Essential	App / Ref / SP
Share in and contribute to the wider life of a school	Essential	App / Ref / SP
Communicate effectively orally and in writing to a range of audiences	Essential	App / SP
Negotiate and consult effectively as part of a professional team and with other professionals	Essential	App / Ref / SP
Prioritise and manage own time effectively	Essential	Ref / SP
Take responsibility for own professional development	Essential	App / Ref / SP
Well organised	Essential	Ref / SP
Personal Qualities		
Excellent level of personal organisation	Essential	Ref / SP
Good and appropriate sense of humour	Essential	Ref / SP
Aspirational practitioner with commitment to personal CPD	Essential	Ref / SP
Use own initiative and motivate others	Essential	Ref / SP
Enthusiasm and positivity	Essential	Ref / SP
Intellectual ability	Essential	Ref / SP
Reliability and integrity	Essential	Ref / SP
Open-minded and receptive to new ideas, approaches and challenges	Essential	Ref / SP
Effective team player, working easily and comfortably in a team environment	Essential	Ref / SP
Commitment to equal opportunities, inclusion and safeguarding	Essential	Ref / SP

Training and Qualifications		
Qualified Teacher Status with a good Honours Degree	Essential	App / Ref / SP
Evidence of continuous professional development	Essential	App
Other Special Working Conditions		
The school operates a no smoking policy	Essential	SP
To attend any training as deemed appropriate by the Governing Body	Essential	SP
Agreement to the Governing Body undertaking an Enhanced Criminal Records Bureau Disclosure (DBS)	Essential	SP

Key:

App – Application Form

Ref – Reference

SP – Selection process. This could include a range of exercises, including an interview.