

**Hagley Primary School****Person Specification: Class Teacher and Reading Leader**

	<b>Essential</b>	<b>Desirable</b>	<b>Method of Assessment</b>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of teaching within UKS2</li> <li>• At least one year of leading others in a school environment</li> <li>• Using data analysis effectively to contribute to school improvement</li> <li>• Conducting assessments, keeping records and producing reports on pupils.</li> <li>• Experience of Read, Write Inc</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of EYFS</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• Classroom observations</li> </ul>
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>• Appropriate teaching qualifications</li> <li>• Willingness to undertake further training to continue professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of ongoing professional training</li> </ul>	<ul style="list-style-type: none"> <li>• Dfes number</li> <li>• Application form</li> <li>• Interview</li> </ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>• Excellent classroom practitioner</li> <li>• Effective communicator</li> <li>• Ability to accommodate different learning styles within teaching</li> <li>• Knowledge and understanding of planning a stimulating EYFS/KS1 curriculum with cross curricular links</li> <li>• Demonstrate a range of strategies for dealing with a variety of behaviours</li> <li>• Lead by example on all aspects of Teachers' Standards</li> <li>• Demonstrate a clear understanding of the English curriculum across EYFS/KS1/KS2</li> <li>• Show an understanding of relevant legislation and educational developments</li> <li>• Show how assessment and attainment information can be used to improve practice and raise standards</li> <li>• Demonstrate different teaching methods, and how teaching should be adapted to cater for pupils' different needs</li> <li>• Indicate how to develop and enhance the teaching practice of others</li> <li>• Demonstrate effective intervention strategies to improve the quality of teaching and learning</li> <li>• Show how resources can be managed and deployed effectively.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of current innovative practice in ICT</li> <li>• Knowledge of a 'Mastery approach' to teaching</li> <li>• Familiarity with assessment systems</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• Classroom observations</li> <li>• References</li> </ul>
<b>Motivation and Personality</b>	<ul style="list-style-type: none"> <li>• Self-motivated</li> <li>• A sense of humour</li> <li>• Expressed focus on quality and school improvement</li> <li>• Appreciation of the importance of a whole school 'team' atmosphere</li> <li>• Able to work effectively with a wide range of fellow professionals, external agencies and others</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• Classroom observations</li> </ul>
<b>Educational Values</b>	<ul style="list-style-type: none"> <li>• Commitment to teaching approaches which encourage all children to give their best irrespective of ability, gender,</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> </ul>

	<ul style="list-style-type: none"> <li>ethnic or social background</li> <li>Recognition of the importance of a stimulating environment</li> <li>A commitment to the priorities of our curriculum: outside learning, sustainability and cross curricular connections.</li> </ul>		
<b>Other Factors</b>	<ul style="list-style-type: none"> <li>Eligibility to live and work in the United Kingdom</li> <li>Suitability to work with children</li> <li>Willing to react flexibly to new or unexpected situations</li> </ul>		<ul style="list-style-type: none"> <li>Interview</li> <li>Required document for Asylum and Immigration Act</li> <li>DBS/List 99 checks</li> </ul>
<p><b>Hagley Primary School is committed to safeguarding and promoting the welfare of children and young people and as such expects all staff and volunteers to share this commitment.</b></p>			