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Person Specification

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| Position title: | Class teacher - Mainscale |
| Conditions: | Full Time  |
| Pay Range: | Mainscale – starting salary M1 to M6.  |

For all applications, we ask candidates to use the standard Warwickshire application form. Please find this attached to our advert.

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| **Criteria** | **Essential** | **Desirable** | **How will this be assessed?** |
| Qualifications | Qualified Teacher Status | ✓ |  | A |
| Further appropriate experience and qualifications |  | ✓ | A |
| Experience | Proven ability as an excellent classroom teacher | ✓ |  | A, R, I |
| Ability to work effectively as part of a team | ✓ |  | A, R, I |
| Knowledge and understanding | An understanding of the expectations of teachers as defined in the 2012 Teachers’ Standards | ✓ |  | A, R, I |
| Excellent subject knowledge across the curriculum, particularly in core subject areas | ✓ |  | A, R, I |
| Knowledge of inclusion strategies for challenging and engaging all pupils effectively | ✓ |  | A, R, I |
| Ability to nurture appropriate and successful relationships with children | ✓ |  | A, R, I |
| Knowledge of child protection and safeguarding responsibilities of staff in a school setting | ✓ |  | A, R, I |
| An understanding of how to form successful partnerships with other schools and organisations |  | ✓ | A, R, I |
| Professional Values | Have high expectations of everyone | ✓ |  | A, R, I |
| A belief that learning should be enjoyable | ✓ |  | A, R, I |
| Commitment to children being active, engaged learners | ✓ |  | A, R, I |
| An understanding of the need for a curriculum balanced between key core skills (e.g. grammar) and experiential learning | ✓ |  | A, R, I |
| Commitment to the personal welfare and safeguarding of children | ✓ |  | A, R, I |
| Commitment to own continuing professional development | ✓ |  | A, R, I |
| Support an enriched curriculum through extra-curricular learning and educational visits |  | ✓ | A, R, I |
| Skills | Have effective organisational skills | ✓ |  | A, R, I |
| Have a positive approach to promoting excellent behaviour | ✓ |  | A, R, I |
| Confident and competent user of ICT | ✓ |  | A, I |
| Ability to forge positive relationships with the parents and carers of children | ✓ |  | A, R, I |
| Willingness to share expertise with others from within the school and in other schools | ✓ |  | A, R, I |
| Community | Awareness of the need for the school to maintain strong links through the local and wider community | ✓ |  | A, R, I |
| Have ideas about how the school might develop its links with the community |  | ✓ | A, R, I |
| Leadership | A willingness to contribute ideas to whole school developments | ✓ |  | A, I |
| The ability to lead a curriculum subject area or contribute to a team with responsibility for a group of subjects |  | ✓ | A, I |
| Experience of successfully leading an aspect of school development |  | ✓ | A, R, I |
| A willingness to shape the future direction of the school by taking on responsibility for key aspects of school improvement |  | ✓ | A, I |
| Experience of undertaking monitoring and evaluation activities |  | ✓ | A, R, I |
| A willingness to contribute to the school’s self-evaluation by undertaking monitoring and evaluation activities |  | ✓ | A, I |
| Personal characteristics | Passionate about teaching and learning | ✓ |  | A, R, I |
| Displays warmth, care and sensitivity in dealing with children | ✓ |  | A, R, I |
| Open-minded, reflective and adaptable to changing circumstances and new ideas | ✓ |  | A, R, I |
| Able to enthuse and reflect upon experience | ✓ |  | A, R, I |
| Willingness to be involved in the wider life of a community school | ✓ |  | A, R, I |
| Willingness to learn and to continue to strive for excellence | ✓ |  | A, R, I |
| Willingness to engage with the opportunities for learning presented by the outdoor environment |  | ✓ | A, I |
| Brings personal interests and enthusiasms to the school community |  | ✓ | A, R, I |

Key to Assessment column:

“A” – Application, “R” – References and “I” – Interview Process (including teaching task)