



## Person Specification – Class Teacher

| REQUIREMENTS                                    | ESSENTIAL                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | DESIRABLE                                                                                                                                                                                                                                                                                                                | HOW IDENTIFIED                              |
|-------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|
| <b>QUALIFICATIONS</b>                           | <ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>Commitment to continuing professional development</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <ul style="list-style-type: none"> <li>Further qualifications/study/courses</li> <li>Safeguarding level 1</li> <li>2:1 or higher degree</li> </ul>                                                                                                                                                                       | Application form<br>Interview<br>References |
| <b>RELEVANT EXPERIENCE</b>                      | <ul style="list-style-type: none"> <li>Experience of teaching in KS2</li> <li>Track record of consistently good or better teaching</li> <li>Experience of working with children with SEND and disadvantaged pupils</li> <li>Knowledge and understanding of the national curriculum</li> <li>Ability to create a safe, supportive and stimulating learning environment for all pupils</li> <li>Understanding of child safeguarding procedures</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>Work with parents and the wider community to enhance achievement</li> <li>Experience of KS2 national assessments</li> <li>Evidence of outstanding teaching in KS2</li> </ul>                                                                                                      | Application form<br>Interview<br>References |
| <b>SKILLS AND ATTITUDES/ PERSONAL QUALITIES</b> | <ul style="list-style-type: none"> <li>To place the child at the heart of the learning process with high expectations of all pupils</li> <li>Evidence of ability to maintain high standards of behaviour and develop attitudes of care, control and cooperation</li> <li>Able to plan and deliver the highest quality lessons generating high levels of engagement for all, thereby raising achievement.</li> <li>Able to accurately and effectively use a range of assessment strategies. Effectively use assessment data to plan sequence of learning that secures accelerated progress</li> <li>High level of organisational and planning skills</li> <li>The ability to create a highly positive climate for learning</li> <li>Ability to use initiative, solve problems, make decisions and motivate others</li> <li>Ability to relate to and empathise with pupils and to build trusting professional relationships with them</li> <li>A willingness to self- reflect on their own practice and strive to constantly improve it</li> </ul> | <ul style="list-style-type: none"> <li>Additional skills that could be offered as an after school club</li> <li>Exemplary use of data to identify strengths and areas for development</li> <li>Ability to speak a modern foreign language</li> </ul>                                                                     | Application Form<br>Interview<br>References |
| <b>KNOWLEDGE</b>                                | <ul style="list-style-type: none"> <li>A knowledge and commitment to safeguarding and promoting the welfare of children and young people</li> <li>Knowledge of the demands of the national curriculum and how to tailor this to the needs of all pupils.</li> <li>Ability to work with other teachers to develop outstanding curricular learning and teaching</li> <li>Have a working knowledge of all curriculum subjects and a desire to further improve knowledge</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <ul style="list-style-type: none"> <li>Good ICT capability</li> <li>Excellent knowledge of spelling, punctuation and grammar</li> <li>Experience of teaching whole class reading comprehension.</li> <li>Understanding of Maths Mastery</li> <li>Have a specialist knowledge in a particular curriculum area.</li> </ul> | Application form<br>Interview<br>References |



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|----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|
| <b>INTERPERSONAL/<br/>COMMUNICATION<br/>SKILLS</b> | <ul style="list-style-type: none"> <li>• First class communication skills both verbally and written.</li> <li>• The ability to establish strong, effective professional relationships with all stakeholders. In particular pupils, colleagues and parents and be able to support home-school links and partnerships</li> <li>• The ability to work professionally alongside a range of partners and outside agencies at a variety of levels.</li> <li>• A very calm but firm manner</li> <li>• Ability to engage parental partnership through workshops, parent drop-ins and good communication</li> <li>• Able to and constantly models respect to others</li> <li>• Adaptability and willingness to learn</li> </ul> | <ul style="list-style-type: none"> <li>• Confidential, caring and considerate</li> <li>• Strong team player with the ability to co-operate with others and to work as a member of the school team.</li> <li>• High expectations of yourself and others</li> </ul> | Application form<br>Interview<br>References |
| <b>OTHER</b>                                       | <ul style="list-style-type: none"> <li>• Strong desire to work in this school</li> <li>• Strong commitment to developing self and others</li> <li>• Reliability</li> <li>• Enthusiasm</li> <li>• Patience</li> <li>• Excellent health and attendance record</li> <li>• A desire to see pupils succeed, display warmth, care and sensitivity when dealing with children</li> <li>• Plan &amp; Manage workload effectively, recognising and managing pressure</li> </ul>                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>• Willingness to become involved in all aspects of school life (e.g. after school clubs</li> <li>• Willingness to engage fully in the school's academic and research approach to school improvement</li> </ul>             | Application form<br>References              |
| <b>DISCLOSURE OF<br/>CRIMINAL<br/>RECORD</b>       | <ul style="list-style-type: none"> <li>• The successful candidate's appointment will be subject to the Council obtaining a satisfactory Enhanced Disclosure from the Disclosure Barring Service.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | DBS enhanced certificate                                                                                                                                                                                                                                          |                                             |
| <b>Confidential<br/>References and<br/>Reports</b> | <ul style="list-style-type: none"> <li>• Only written reference will be considered</li> <li>• References will confirm professional and personal knowledge, skills and abilities as referred to above.</li> <li>• Positive recommendation from current employer (if appropriate)</li> <li>• Disclosure of Criminal Convictions (DCC) Form</li> <li>• Satisfactory DBS Clearance</li> <li>• Pre-appointment checks: e.g. Identity check, documentation proving eligibility to work in UK, original qualification certificates, etc</li> </ul>                                                                                                                                                                            |                                                                                                                                                                                                                                                                   |                                             |