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| Classroom Teacher – Person Specification | | | |
| Attributes | Essential | **Desirable** | Evidence |
| Education, Training and Qualifications | * Qualified Teacher or Newly Qualified Teacher status * Evidence of recent and relevant CPD * Understanding of current trends in education both nationally and internationally | * Higher degree or qualification | Application form |
| Experience | * Teaching across relevant phases * Teaching across the ability range * Understand the challenges associated with inclusion within an urban environment * Participation within schools wide systems e.g. Appraisal, CPD * Contact with parents or carers | * Experience of school(s) in an urban context * Experience of delivering extra-curricular activities | Application form  References |
| Skills and Abilities | * An “Outstanding” classroom teacher * Able to inspire, challenge and motivate students * Ability to track pupil data and develop effective interventions * Anticipate problems, develop creative solutions within the context of the classroom * Set and achieve ambitious, challenging goals and targets for self * Listen to and reflect on feedback from others * High level of oral, written and ICT skills * Excellent presentation skills (eg speaking to large groups of pupils/ parents/staff etc) * Able to build and maintain positive relationships with individuals and groups * Prioritise, plan and organise self | * Use of SIMS | References  Specific tasks at interview |
| Motivation and Personality | * Desire to work in an ‘all through’ school * Commitment to inclusion * Ambitious for career development * Team player * Positive attitude * Relentless optimism * Genuine concern for the welfare of staff and pupils |  | References  Interview |
| Personal | * Able to work under pressure and manage own stress * Willing to accept the demands and challenges of the post and respond in a flexible manner |  | References  Interview |