

PERSON SPECIFICATION – CLASS TEACHER

Category	Essential	Desirable	Attained by
1. Qualifications/ Professional Development	<ul style="list-style-type: none"> • Degree • Qualified Teacher Status 	Evidence of continuous INSET and commitment to further professional development	<ul style="list-style-type: none"> • Application form • Documentary evidence
2. Experience	<ul style="list-style-type: none"> • The Class Teacher should have experience of teaching successful placements 	<p>In addition the Class Teacher might have experience of:</p> <ul style="list-style-type: none"> • Teaching across the whole Primary age range • Working in partnership with parents 	<ul style="list-style-type: none"> • Application Form • Interview
3. Teaching and Learning	<ul style="list-style-type: none"> • To have a clear understanding of the National Curriculum and its application • A knowledge of strategies that enable the teacher to teach mixed ability pupils within the same class and provide work which is differentiated to cater for the entire ability range • Knowledge and understanding of the Primary Curriculum and its application • To be able to develop a creative curriculum • To motivate and inspire pupils • An understanding and ability to work as part of a team • The theory and practice of providing effectively for the individual needs of all children (e.g. Classroom organisation and learning strategies) • The monitoring, assessment, recording and reporting of pupils' attainment and progress • The statutory requirements of legislation concerning Equal Opportunities, Health and Safety, SEN and Child Protection 	<p>In addition the Class Teacher might also have knowledge and understanding of:</p> <ul style="list-style-type: none"> • The preparation and administration of statutory National Curriculum tests; • The links between schools especially partner schools 	<ul style="list-style-type: none"> • References • Interview

	<ul style="list-style-type: none"> • The positive links necessary within school and with all its stakeholders • Effective teaching and learning styles 		
4. Communication	<ul style="list-style-type: none"> • The ability to communicate effectively in a verbal and written form to a range of audiences 		<ul style="list-style-type: none"> • Application Form • Interview
5. Skills and aptitudes	<ul style="list-style-type: none"> • The ability to teach a wide range of subjects • To be able to use effectively a variety of teaching and organisational; styles and resources including ICT • A willingness to work throughout the Primary School • To have the ability to develop and maintain good professional relationships and contribute positively to curriculum development • Ability to set high standards • And provide a role model for staff and pupils • Ability to deal sensitively with people and resolve conflicts • Ability to work and deploy staff and resources effectively • Promote the school's aims positively, and use effective strategies to monitor motivation and morale • Develop good personal relationships within a team • Establish and develop close relationships with parents, governors and the community • Create a happy, challenging and effective learning environment 	<p>In addition, the Class Teacher might also be able to :</p> <ul style="list-style-type: none"> • Develop strategies for community links • Contribute to specific curriculum area or areas 	<ul style="list-style-type: none"> • Application Form • Reference • Interview • Specific Qualifications or experience

6. Disposition	<ul style="list-style-type: none"> • To be committed to raising levels of achievement of children of all abilities • Able to work as part of a team 		<ul style="list-style-type: none"> • Application Form • Reference • Interview
7. Personal Qualities	<ul style="list-style-type: none"> • Passionate about Teaching and Learning • Displays warmth, care and sensitivity in dealing with children • Open minded, self-evaluative and adaptable to changing circumstances and new ideas • Able to enthuse and reflect upon experience 		

	<ul style="list-style-type: none"> • Willingness to be involved in the wider life of the school • Ability to prioritise • Good interpersonal/communication skills 		
8. Special Requirements	<ul style="list-style-type: none"> • An enhanced DBS check is required for all successful applicants • Satisfactory health and attendance record • Positive recommendation in professional references 		<ul style="list-style-type: none"> • DBS check • Medical Check • Professional References

Note to Applicants:

- The Recruitment Team are advised to focus on determining whether the candidates meet the requirements in relation to the broad categories, rather than in relation to the individual criteria that are used to illustrate them.
- The criteria may be evidenced across a broad continuum, ranging from evidence that is minimal through to evidence that is substantial and secure.
- It is expected that evidence of meeting these criteria will be gathered from scrutinising the candidate's application and observing all the various aspects of the interview process.
- The Recruitment Team may wish to determine at the outset in which aspects of the selection process they will seek to find evidence to meet the above criteria.