



## ORCHARD PRIMARY SCHOOL CLASS TEACHER POST: PERSONNEL SPECIFICATION

Essential Criteria	Desirable criteria	How identified
<p><b>Qualifications/Education and Training:</b></p> <ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Recent and relevant professional development</li> <li>• Promote positive attitudes, values and behaviour in accordance with the National Standards</li> </ul>	<ul style="list-style-type: none"> <li>• First or 2:1 degree</li> <li>• Independent study</li> <li>• Postgraduate study</li> <li>• Knowledge of recent educational initiatives</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• References</li> <li>• Certificates</li> <li>• Interview</li> </ul>
<p><b>Relevant Experience:</b></p> <ul style="list-style-type: none"> <li>• Evidence of good or outstanding teaching in EYFS or Key Stage 1 (through recent observation in training/employment, and with an emphasis on strong teaching in skills in English and Maths)</li> <li>• Knowledge of current issues in education</li> </ul>	<ul style="list-style-type: none"> <li>• Successful teaching specifically in Year 2</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul>
<p><b>Professional Knowledge and Understanding:</b></p> <ul style="list-style-type: none"> <li>• A good understanding of what constitutes effective teaching and learning</li> <li>• A good knowledge and understanding of effective practice in planning, delivering and evaluating a series of lesson across all aspects of KS1</li> <li>• Knowledge and experience of the National Curriculum as it applies to Key Stage 1</li> <li>• Successful experience of supporting the additional needs of children in whole class situations, including the effective use of IEPs.</li> <li>• Excellent personal and classroom organisation and behaviour management skills</li> <li>• Ability to work effectively with other professionals and to contribute positively to a strong team ethos</li> <li>• Commitment and ability to deliver a skills based, creative and inspirational curriculum</li> <li>• An understanding and experience of using the principles of Assessment for Learning</li> <li>• Uses assessment effectively to set clear targets for pupil achievement and to inform future learning</li> <li>• A commitment and ability to engage parents and carers in their children’s learning</li> <li>• Be able to deliver personalised and differentiated learning to meet the needs of the child</li> <li>• Uses a range of different delivery styles to meet the needs of the learners</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of school self-evaluation and development planning</li> <li>• To know about the importance of good record-keeping and tracking of pupils’ progress</li> <li>• Up to date knowledge of recent research relating to effective pedagogy</li> <li>• Experience of implementing the principles and practices in behaviour management strategies.</li> <li>• Experience of participating in curriculum development.</li> <li>• Experience of leading and managing a subject</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Interview</li> <li>• References</li> </ul>
<p><b>Skills:</b></p> <ul style="list-style-type: none"> <li>• Well-developed interpersonal skills and the ability to communicate effectively orally and in writing</li> <li>• Knowledge of positive behaviour strategies</li> <li>• Ability to work as part of a team</li> <li>• Able to line manage teaching assistants and to involve them in the planning and assessment of</li> </ul>	<ul style="list-style-type: none"> <li>• Outstanding ICT skills</li> <li>• Evidence of consistently good classroom practice</li> <li>• Ability to work to tight deadlines</li> <li>• Experience of managing support staff in a special school or</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• References</li> <li>• Interview</li> </ul>

pupils' learning	mainstream school context	
<p><b>Abilities and Attributes:</b></p> <ul style="list-style-type: none"> <li>• Exemplary classroom practitioner</li> <li>• Enthusiastic, creative and willing to learn</li> <li>• Able to focus on the needs of pupils in all aspects of their professionalism</li> <li>• Able to think creatively and imaginatively to anticipate and solve problems</li> <li>• Contributes to and implements whole school policies.</li> <li>• Participates in and contributes to whole school improvement.</li> <li>• Motivates staff and sets examples of high personal standards</li> <li>• Establishes professional, supportive and appropriate relationships with parents, carers and other professionals.</li> <li>• Passionate about developing excellence in learning and teaching</li> <li>• Is able to display appropriate warmth, sensitivity and care when working with children</li> <li>• Is open-minded, self-reflective, self-evaluative, flexible and adaptable to change</li> <li>• Has a positive outlook on life</li> <li>• Well organised with excellent time management</li> </ul>	<ul style="list-style-type: none"> <li>• A willingness to participate in residential visits</li> <li>• Experience of supporting professional development of other staff</li> <li>• Foundation or Core Subject Leadership</li> <li>• Experience of resource allocation and budget management</li> <li>• Willingness to lead an extra-curricular activity or enhancement events across school</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• References</li> <li>• Interview</li> </ul>
<p><b>Safeguarding:</b></p> <ul style="list-style-type: none"> <li>• CRB/DBS clearance certificate</li> <li>• Knowledge and understanding of child protection procedures</li> <li>• Total commitment to the full implementation of all school policies relating to the safeguarding of children</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to attend further training relating to the safeguarding of children as and when necessary</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Certificate</li> <li>• Interview</li> <li>• References</li> </ul>
<p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Have understanding and commitment to the principles/practices of Equal Opportunities</li> <li>• To be self-motivated with the ability to motivate others</li> <li>• Ability to be flexible and adaptable to change</li> <li>• Ability to develop effective relationships with external agencies and partner schools</li> <li>• Ability to promote effective relationships with parents and the community</li> <li>• Commitment to support PTA, extra-curricular and other school events</li> <li>• A professional approach to all aspects of school life</li> <li>• Enthusiasm for own continuing professional development</li> <li>• Application to include a well-constructed letter of no more than two sides of A4 illustrating clarity of thought specific to this post</li> <li>• Smart presentation, high motivation / expectation of self and a good sense of humour</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• Certificate</li> <li>• Interview</li> <li>• References</li> </ul>

