



ORCHARD PRIMARY SCHOOL CLASS TEACHER POST: PERSONNEL SPECIFICATION

Essential Criteria	Desirable criteria	How identified
Qualifications/Education and Training: <ul style="list-style-type: none"> Qualified Teacher Status Recent and relevant professional development Promote positive attitudes, values and behaviour in accordance with the National Standards 	<ul style="list-style-type: none"> First or 2:1 degree Independent study Postgraduate study Knowledge of recent educational initiatives 	<ul style="list-style-type: none"> Application Form References Certificates Interview
Relevant Experience: <ul style="list-style-type: none"> Evidence of good or outstanding teaching in Key Stage 2 (through recent observation in training/employment, and with an emphasis on strong teaching in skills in English and Maths) Knowledge of current issues in education 	<ul style="list-style-type: none"> Successful teaching specifically in Year 3 or Year 4 	<ul style="list-style-type: none"> Application form Interview References
Professional Knowledge and Understanding: <ul style="list-style-type: none"> A good understanding of what constitutes effective teaching and learning A good knowledge and understanding of effective practice in planning, delivering and evaluating a series of lesson across all aspects of KS2 Knowledge and experience of the National Curriculum as it applies to Key Stage 2 Successful experience of supporting the additional needs of children in whole class situations, including the effective use of IEPs. Excellent personal and classroom organisation and behaviour management skills Ability to work effectively with other professionals and to contribute positively to a strong team ethos Commitment and ability to deliver a skills based, creative and inspirational curriculum An understanding and experience of using the principles of Assessment for Learning Uses assessment effectively to set clear targets for pupil achievement and to inform future learning A commitment and ability to engage parents and carers in their children's learning Be able to deliver personalised and differentiated learning to meet the needs of the child Uses a range of different delivery styles to meet the needs of the learners 	<ul style="list-style-type: none"> Experience of school self-evaluation and development planning To know about the importance of good record-keeping and tracking of pupils' progress Up to date knowledge of recent research relating to effective pedagogy Experience of implementing the principles and practices in behaviour management strategies. Experience of participating in curriculum development. Experience of leading and managing a subject 	<ul style="list-style-type: none"> Application form Interview References
Skills: <ul style="list-style-type: none"> Well-developed interpersonal skills and the ability to communicate effectively orally and in writing Knowledge of positive behaviour strategies Ability to work as part of a team Able to line manage teaching assistants and to involve them in the planning and assessment of 	<ul style="list-style-type: none"> Outstanding ICT skills Evidence of consistently good classroom practice Ability to work to tight deadlines Experience of managing support staff in a special school or 	<ul style="list-style-type: none"> Application Form References Interview

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

