**Person Specification**

**Post Title:** Class teacher

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualifications** |  |  |
| Educated to degree level | ✓ |  |
| Qualified teacher status | ✓ |  |
| **Experience** |  |  |
| Experience of teaching and assessment in EYFS, KS1 or KS2 | ✓ |  |
| Evidence of collaborative working with colleagues, parents, Governors and local stakeholders |  | ✓ |
| **Professional Knowledge and Understanding** |  |  |
| Must have a sound knowledge of the National Curriculum and / or EYFS Curriculum | ✓ |  |
| An understanding of curriculum and pedagogical issues relating to learning and teaching |  | ✓ |
| Familiarity with Standardised Assessments (R, Y1, 2 or 6) |  | ✓ |
| Understanding of and commitment to the Trust’s policies, including:   * Implementation of the Behaviour Policy * Ensuring Health and Safety in the work place * Implementation of the Equal Opportunities Policy | ✓ |  |
| Must be committed to own professional development; reflective and prepared to act positively to feedback | ✓ |  |
| Knowledge of legislation regarding safeguarding and the SEN code of practice | ✓ |  |
| Knowledge of effective strategies to include, and meet the needs of, all pupils in particular underachieving groups of pupils, pupils with EAL and SEN | ✓ |  |
| Familiarity with writing and delivering effective Individual Education Plans for pupils with SEN |  | ✓ |
| **Professional Skills and Abilities** |  |  |
| Ability to motivate, manage and inspire pupils, striving for excellence | ✓ |  |
| Sound ICT knowledge and skills, able to demonstrate the effective use of ICT to enhance learning and teaching | ✓ |  |
| Must be able to plan lessons for all the pupils in a class, setting clear learning intentions and differentiated tasks | ✓ |  |
| Must be able to keep records of pupil progress in line with policy | ✓ |  |
| Must use assessments of pupils learning to inform future planning | ✓ |  |
| Ability to plan and work collaboratively with colleagues | ✓ |  |
| Commitment to high standards and continuous improvement, promoting the Academy within the community | ✓ |  |
| Commitment to the senior leadership and ethos of the Academy | ✓ |  |
| **Personal Qualities** |  |  |
| Must be caring and empathetic towards pupils, able to be firm, fair and consistent | ✓ |  |
| Must be willing and enjoy engaging parents in order to encourage their close involvement in the education of their children | ✓ |  |
| A teacher with a flexible approach to work who enjoys being a good team member (enthusiastic, dynamic and resilient) | ✓ |  |
| Must be calm under pressure and willing to be flexible if necessary | ✓ |  |
| Must have good communication skills both orally and in writing, with a wide variety of stakeholders | ✓ |  |
| Must have good organisational skills and be able to manage own work load and time effectively | ✓ |  |
| Good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships | ✓ |  |
| Must have a good sense of humour | ✓ |  |
| Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit | ✓ |  |
| Must be proactive and positive about challenge, change and opportunities | ✓ |  |
| Experience of coaching and mentoring other people |  | ✓ |
| Must value everyone, regardless of their role | ✓ |  |
| Commitment to equal opportunities in all aspects of the role and around the work place in line with policy | ✓ |  |
| Willingness to be involved in all activities that support the Academy | ✓ |  |
| To maintain a personal commitment to professional development linked to the competencies necessary for this post | ✓ |  |