

**Person Specification: Class Teacher – St Laurence Church of England Primary School**

| <b>Criteria:</b><br><b>How assessed (HA) :</b> E: Essential D: Desirable<br>A: Application I: Interview O: Other                      | <b>E</b> | <b>D</b> | <b>HA</b> |
|---------------------------------------------------------------------------------------------------------------------------------------|----------|----------|-----------|
| <b>Qualifications</b>                                                                                                                 |          |          |           |
| Qualified Teacher Status (QTS), with statutory teacher induction completed or an exemption from the requirement                       | ✓        |          | A/I/O     |
| First degree or equivalent                                                                                                            | ✓        |          | A/I/O     |
| Higher Degree or further qualification                                                                                                |          | ✓        | A/I       |
| Evidence of further professional development                                                                                          |          | ✓        | A/I       |
| <b>Experience</b>                                                                                                                     |          |          |           |
| Successful primary teaching with evidence of strong classroom practice and positive impact on children's learning                     | ✓        |          | A/I/O     |
| Experience of teaching in Key Stage 2, particularly upper Key Stage 2                                                                 |          | ✓        | A/I       |
| Experience of working effectively with classroom support staff                                                                        |          | ✓        | A/I       |
| <b>Professional Knowledge and Understanding</b>                                                                                       |          |          |           |
| A thorough understanding of what constitutes effective teaching and learning                                                          | ✓        |          | A/I       |
| A thorough knowledge and understanding of effective monitoring, evaluation and assessment                                             | ✓        |          | A/I       |
| A secure knowledge and understanding of effective teaching across the Key Stage 2 curriculum                                          | ✓        |          | A/I       |
| Understand when and how to seek advice and support                                                                                    | ✓        |          | A/I       |
| Understanding of inclusive practice and the ability to adapt teaching while maintaining high expectations for every child             | ✓        |          | A/I       |
| Willingness to support the school's Christian vision and values of Trust, Creativity and Wisdom, and contribute to collective worship | ✓        |          | A/I       |
| Understanding of statutory safeguarding responsibilities, current KCSIE Part One and appropriate professional boundaries              | ✓        |          | A/I/O     |
| <b>Skills</b>                                                                                                                         |          |          |           |
| Well-developed interpersonal skills                                                                                                   | ✓        |          | A/I       |
| Able to communicate effectively, orally and in writing, to a range of audiences                                                       | ✓        |          | A/I       |
| Able to plan, organise and prioritise in working to deadlines                                                                         | ✓        |          | A/I       |
| Able to manage effective communication systems with parents and carers                                                                |          | ✓        | A/I       |

| Criteria: E: Essential D: Desirable<br>How assessed (HA) : A: Application I: Interview O: Other                | E | D | HA  |
|----------------------------------------------------------------------------------------------------------------|---|---|-----|
| <b>Abilities and Attributes</b>                                                                                |   |   |     |
| Able to use professional judgement to focus on the needs of the children in all aspects of curriculum teaching | ✓ |   | A/I |
| Able to work collaboratively and guide classroom support staff effectively                                     |   | ✓ | A/I |
| Able to think creatively and imaginatively to anticipate and solve problems and identify opportunities         | ✓ |   | A/I |
| Able to inspire the confidence of others.                                                                      | ✓ |   | A/I |
| Able to develop and maintain good relationships with staff, parents, pupils, governors and the wider community | ✓ |   | A/I |
| Committed to continuous professional development (CPD)                                                         | ✓ |   | A/I |
| Able to reflect on own practice and identify areas for improvement                                             | ✓ |   | A/I |