

	<p>At Holy Trinity, our school vision is – Working together with kind hearts to inspire inquisitive thinkers who love learning and actively seek to challenge themselves.</p>
<p>We summarise our school vision into our motto - 'inquisitive thinkers, challenge seekers, kind hearts'</p>	
<p>Our vision is rooted in the teachings of the Bible, from Colossians 2:2 - '....be encouraged in heart and united in love, so that they may have the full riches of complete understanding, in order that they may know the mystery of God....'</p>	

Person Specification – Classroom Teacher

FACTOR	Essential (E) Or Desirable (D)	Assessment Method
QUALIFICATIONS		
Degree level qualification	E	A
Qualified Teacher status.	E	A
Up-to-date CPD and evidence of proactive, self-development.	D	A
Up-to-date Child Protection Training.	D	I
Current first aid certificate.	D	I
Primary phase qualification.	E	A
High standard of personal literacy and numeracy skills.	E	A/I

EXPERIENCE		
Age and subject related teaching experience, using a wide variety of strategies to maximise achievement for all children through an inclusive, holistic approach, including children with special educational needs and high achievers and to meet differing learning styles.	E	A/I
Experience of creating a stimulating, effective and inclusive learning environment both within and beyond the classroom.	D	A/I
Experience of planning independently and with colleagues, preparing and delivering stimulating learning experiences in line with EYFS Framework, including phonics and other aspects of the primary curriculum.	D	A/I
Experience of analysing relevant data to monitor children's progress and levels of attainment against set targets, promoting the highest possible aspirations for children, targeting expectations and actions to raise their achievements.	D	A/I
Successful experience in using a range of strategies for raising attainment.	E	A/I
Experience of effectively using a range of behaviour management strategies fairly, and in a calm manner, in order to ensure a safe, focussed environment for learning.	E	A/I/R
Experience of expertise or personal interests in an extra-curricular context [e.g. Dance, writing, music, art, sport].	D	A/I
Some experience of using the outdoors to enhance provision.	D	A/I
Experience of using of ICT effectively in role.	E	A/I

KNOWLEDGE AND UNDERSTANDING		
A knowledge and understanding of the statutory requirements and implications of legislation concerning safeguarding children, multicultural education, inclusion, equal opportunities and health and safety.	E	I
A practical knowledge and understanding of the aims of the primary curriculum and EYFS requirements.	E	I
A secure knowledge of all areas of the Primary and EYFS curriculum.	D	I
A practical knowledge and understanding of a range of assessment requirements and arrangements used to analyse relevant data to monitor children's progress and levels of attainment against set targets, plan subsequent lessons, and promote the highest possible aspirations for children, targeting expectations and actions to raise their achievements.	E	I
An in-depth knowledge and understanding of how to use local and national data to evaluate the effectiveness of teaching.	D	I
Knowledge of effective phonics teaching to achieve high performance in reading and writing.	E	I
A sound understanding of inclusion, making the curriculum accessible to all learners.	E	I
An operational knowledge and understanding of the potential of computer technology to enhance the curriculum and children's learning.	D	I
Recent, relevant understanding and knowledge of current issues affecting the education sector.	D	I

SKILLS AND ABILITIES		
The ability to work in a team, liaise and work effectively with others motivating them to achieve successful outcomes.	E	A/I/R
Ability to establish a good relationship with children in order to gain their confidence and motivate them to learn.	E	A/I/R
Ability to form effective positive, informative, working relationships both within the school, with parents and carers and with the wider school community.	E	A/I/R
Enthusiastic, positive and passionate about teaching and learning and have the ability to adapt to changing work priorities, circumstances and needs.	E	A/I/R
Effective verbal and written interpersonal and communication skills and the ability to relate positively, showing respect for all members of the school and wider community, with the ability to use ICT, as appropriate.	E	A/I/R
Ability and willingness to demonstrate and promote the school's vision and ethos.	E	A/I/R
Efficient and well organised, able to meet deadlines and have the ability to plan and prepare thoroughly, in advance and collaboratively.	E	A/I/R
Proactive with a 'can do' attitude and an effective problem solver with the ability to present alternative solutions where appropriate.	E	A/I/R
Have a good sense of humour, show patience and demonstrate warmth, care and sensitivity.	E	A/I/R
A willingness to learn and develop and an ability to reflect on own practice, responding positively to the suggestions of others or to constructive criticism.	E	A/I/R
Ability to offer extra-curricular activities.	D	I

Key: Application Form (A); Interview (I); Work Related Test (T); References (R).

Last updated: March 2021

Date of next review: September 2021