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**Person Specification / Selection Criteria for a Class teacher**

***The applicant will be required to safeguard and promote the welfare of children***

**Note:** Candidates will need to demonstrate how they meet the essential criteria in the first instance.

A: Application I: Interview T: Teaching task

**[A] Qualifications**

|  |  |  |
| --- | --- | --- |
| **Qualification requirements** | **Essential** | **Desirable** |
| Qualified teacher status | **E / A** |  |
| Degree or equivalent | **E / A** |  |
| Has successfully undertaken appropriate Child Protection training |  | **D / A** |
| Evidence of professional development in preparation for subject leadership  |  | **D / A / I** |

**[B] Experience**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| A proven track record of effective teaching experience | **E / A** |  |
| To have had experience of and ability to contribute to staff development including leading on a subject area |  | **D / A / I** |
| Experience of delivering KS1 national curriculum content.  | **E / A**  |  |
| Experience of working with governors, parents and / or the wider community |  | **D / A / I** |

**[C] Knowledge and Understanding**

|  | **Essential** | **Desirable** |
| --- | --- | --- |
| Knowledge of the EYFS and National Curriculum | **E / A / I** |  |
| To have had responsibility for policy development and implementation |  | **D / A** |
| A knowledge of and commitment to the safeguarding and welfare of children | **E / A / I** |  |
| Ability to use information to set targets, identify and develop strategies to improve standards in own class | **E / I** |  |

**[D] Professional Skills**

Each candidate will be expected to demonstrate a knowledge and understanding of working within and towards the Teaching Standards which also form the basis of the Job Description

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| Ability to deal effectively and positively with a range of pupil behaviours | **E / I / T** |  |
| An outstanding ability to communicate effectively, both orally and in writing, with a range of audiences | **E / A / I / T** |  |
| Demonstrate strong classroom practice and a positive impact on pupil outcomes  | **E / T** |  |
| Ability to uphold and promote the ethos and values of the school | **E / A / I / T** |  |
| Ability to work both individually and in teams | **E / I** |  |
| Ability to prioritise and meet deadlines | **E / A / I** |  |
| A commitment to maintaining confidentiality at all times | **E / A / I** |  |
| Committed to developing own professional skills | **E / A / I** |  |

**[E] Personal Attributes**

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| Demonstrate high expectations of children at Bilton Infant School and how these could be met through an inclusive approach | **E / I / T** |  |
| Relate well to pupils, staff and parents and care about their individual needs  | **E / T** |  |
| Able to adapt to changing circumstances and new ideas in a positive and creative manner | **E / I** |  |
| Ability to deal with sensitive issues in a professional manner | **E / I** |  |
| Ability to communicate and build professional relationships | **E / I** |  |
| Well organised and able to meet deadlines | **E / A / I / T** |  |
| Energy and enthusiasm | **E / I** |  |
| Effective communication and interpersonal skills | **E / A / I / T** |  |

**[F] Confidential References and Reports**

|  |  |
| --- | --- |
| Positive recommendation from all referees, including current employer | **E** |

**[G] Application Form and Supporting Statement**

*The form must be fully completed, accurate and legible.*

*The supporting statement should be clear, concise and related to the specific post, and should be no longer than one side of A4.*