



Competency	Essential	Desirable	Evidence Gathered
<b>Qualification</b>	To have QTS		AF
	Degree or equivalent		AF
	Evidence of participation in relevant CPD		AF R
		Good knowledge of current thinking and practice in education	AF I
<b>Experience</b>	Recent teaching experience in a Primary School/Early Years		AF/I
	Understanding of safeguarding and child protection procedures		I
	Evidence of teaching in Early Years or Key Stage 1		AF/I
		Evidence of developing a curriculum area or aspect of the school	AF/I
		Experience of multi-disciplinary work	AF I R
<b>Abilities and skills</b>	Evidence of good, successful teaching experience		AF I R
		Evidence of good, successful teaching experience across more than one phase	AF I R
	An understanding of how to use assessment to inform planning for good teaching and learning		AF I R
	Good understanding of curriculum development and innovation		AF I R
	Evidence of good classroom management skills		I R
	Knowledge of successful strategies for improving the quality of provision		I R



# Person Specification for Classroom Teacher at Blackburn Primary School



	and pupils' learning and progress.		
	A good understanding of the features of high-quality pedagogy and practice for children and young people with learning difficulties and disabilities		AF I R
<b>Personal qualities</b>	A willingness to learn and develop new skills		I
	Work collaboratively with others		I/AF
	Good written and oral communication skills		AF I
	Enthusiastic and positive, approachable, accessible and flexible		AF I R
	Ability to plan time and organise work effectively		AF R
	An excellent attendance record (not including absences due to disability)		R
	Caring, compassionate, challenging, consistent and credible		I AF R
	Ability to 'buy in' to the Blackburn Primary ethos and vision		I AF R

Evidence against the person specification will be gathered in the following ways:

AF = Application Form

I = Interview Process

R = References