



Employee Specification KS1 Class Teacher

1. Qualifications

Essential	Desirable	Evidence base
Qualified Teacher Status (QTS)		Certificate/Application
English and Maths GCSE C Grade		Certificate/Application
Evidence of recent and relevant continued professional development	NQT year completed	Application/Interview

2. Knowledge and experience

Essential	Desirable	Evidence base
Knowledge of enquiry led learning		Application
Sound subject knowledge	Experience of developing the curriculum	Application
A good understanding of current educational issues and pedagogy including: <ul style="list-style-type: none"> Meeting the needs of different learners Assessment for learning Growth mindset 		Application/Interview/Reference
Understanding of safeguarding and child protection procedures		Interview
Knowledge of leadership and the impact of leadership on the outcomes for all pupils	Experience of subject leadership and its impact on improving standards	Application and interview

3. Teaching

Essential	Desirable	Evidence base
Outstanding teacher (or potential to be an outstanding teacher) in Key Stage 1	Outstanding teacher across more than one Key Stage	Application/Reference
Experience of effective assessment for learning techniques and evidence of using these to raise achievement		Application/Interview
Demonstrate consistent and effective planning of lessons to meet pupils' differing learning needs		Reference/Interview
Ability to inspire children through creative and engaging teaching		Application/Reference
Demonstrate an approach which supports excellent behavior for learning	Experience and understanding of Thrive	Application/Interview/Reference

4. Personal qualities

Essential	Desirable	Evidence base
A willingness to learn and develop new skills		Interview/Reference
A desire to make a difference to the lives of young people		Application/Interview
Good written, oral and communication skills		Application/Interview
Enthusiastic and positive, approachable accessible and flexible		Application/Interview/Reference
Ability to plan time and organise work effectively		Application/Interview/Reference
Ability to work as part of a team towards a common purpose		Application/Reference