



## CLASS TEACHER PERSON SPECIFICATION: HIGHFIELDS ACADEMY

Criteria	Essential	Desirable	Method of assessment
Qualifications	<ul style="list-style-type: none"><li>• Qualified Teacher Status</li><li>• Degree or equivalent</li></ul>		Application form
Experience	<ul style="list-style-type: none"><li>• Experience of teaching in Key Stage 2 (in post or as a placement).</li></ul>	<ul style="list-style-type: none"><li>• Experience of teaching in other key stages (in post or as a placement).</li></ul>	Application form Letter Interview
Knowledge and Understanding	<p>The ability to effectively:</p> <ul style="list-style-type: none"><li>• Create a stimulating and safe learning environment.</li><li>• Establish and maintain a purposeful learning environment.</li><li>• Plan, prepare and deliver the curriculum as relevant to the age and ability of your pupils.</li><li>• Assess and record the progress of pupils' learning to inform next steps and monitor progress.</li><li>• Use ICT to enhance learning opportunities for all pupils.</li><li>• Demonstrate a commitment to</li></ul>		Letter Interview

	<p>equal opportunities.</p> <ul style="list-style-type: none"> <li>• Teach, using a wide variety of strategies to maximise achievement for all children including those with special educational needs and high achievers.</li> <li>• Encourage children in developing self-esteem and respect for others.</li> <li>• Successfully deploy a wide range of behaviour management strategies.</li> <li>• Communicate to a range of audiences in a variety of ways.</li> <li>• A clear understanding of the teaching standards and the desire and ability to meet them all.</li> </ul>		
Personal qualities, skills and characteristics	<ul style="list-style-type: none"> <li>• Highly effective communication skills, written and oral.</li> <li>• Highly effective personnel skills and a 'team player' mentality.</li> <li>• Ability to prioritise and manage time efficiently.</li> </ul>	<ul style="list-style-type: none"> <li>• Skills / interests in sports, arts/crafts, music, or any other field that will complement our curricular and extra-</li> </ul>	Letter Interview

	<ul style="list-style-type: none"> <li>• A commitment to build on outstanding practice whilst helping to move the school forward with vision and vigour.</li> <li>• To work under pressure, meet deadlines and maintain a work/life balance.</li> <li>• Be aspirational, for our pupils, staff and yourself.</li> <li>• Energetic and enthusiastic</li> <li>• Ability to work under pressure</li> <li>• Reliability and integrity.</li> <li>• To be prepared to go 'the extra mile' and a commitment to leading extra-curricular activities and supporting school events.</li> </ul>	curricular provision.	
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