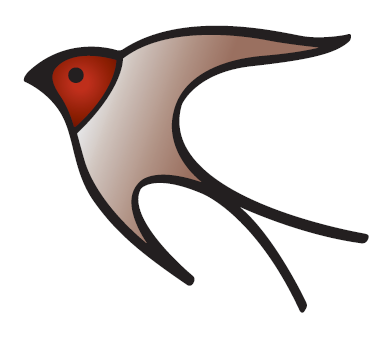
**CLASS TEACHER PERSON SPECIFICATION: HIGHFIELDS ACADEMY **

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| **Criteria** | **Essential** | **Desirable** | **Method of assessment** |
| Qualifications | * Qualified Teacher Status * Degree or equivalent |  | Application form |
| Experience | * Experience of teaching in Key Stage 2 (in post or as a placement). |  | Application form  Letter  Interview |
| Knowledge and Understanding | The ability to effectively:   * Create a stimulating and safe learning environment. * Establish and maintain a purposeful learning environment. * Plan, prepare and deliver the curriculum as relevant to the age and ability of your pupils. * Assess and record the progress of pupils’ learning to inform next steps and monitor progress. * Use ICT to enhance learning opportunities for all pupils. * Demonstrate a commitment to equal opportunities. * Teach, using a wide variety of strategies to maximise achievement for all children including those with special educational needs and high achievers. * Encourage children in developing self-esteem and respect for others. * Successfully deploy a wide range of behaviour management strategies. * Communicate to a range of audiences in a variety of ways. * A clear understanding of the teaching standards and the desire and ability to meet them all. |  | Letter  Interview |
| Personal qualities, skills and characteristics | * Highly effective communication skills, written and oral. * Highly effective personnel skills and a ‘team player’ mentality. * Ability to prioritise and manage time efficiently. * A commitment to build on outstanding practice whilst helping to move the school forward with vision and vigour. * To work under pressure, meet deadlines and maintain a work/life balance. * Be aspirational, for our pupils, staff and yourself. * Energetic and enthusiastic * Ability to work under pressure * Reliability and integrity. * To be prepared to go ‘the extra mile’ and a commitment to leading extra-curricular activities and supporting school events. | * Skills / interests in sports, arts/crafts, music, or any other field that will complement our curricular and extra-curricular provision. | Letter  Interview |