**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 formLetterInterview |
| 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.
 |  | LetterInterview |
| 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.
 | LetterInterview |