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| **Person Specification**  **Yorkswood Primary School** |  |
| This authority has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable adults, and requires all staff and volunteers to share this commitment. | |

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|  | **Essential Criteria** | **Desirable Criteria** | **Measured By** |
| **Education & Qualifications** | Degree in Educational Studies QTS | Evidence of further educational study | Application |

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| **Experience & Knowledge** | The Class Teacher should have had experience of:   * Appraisal procedures which provide judgements for outstanding teaching * Teaching the National Primary Curriculum * Participating in whole school INSET linked to school improvement * Assessment procedures to determine accurate pupil progress and achievement * Monitoring of pupil tracking system and evaluating pupil progress against end of year and end of key stage targets * Involvement in at least one whole school   key priority for improving standards and raising school performance | In addition to this the Class Teacher may have had experience of:   * Working in at least one educational institution * Teaching across all key stages * Participating in a range of INSET * Working with stakeholder groups * Key stage 2 Teaching * Geography, Art and DT specialism. | Application and Interview |
| The Class Teacher should have good or outstanding knowledge and understanding of:   * National Primary Curriculum * Assessing pupil progress and moderation of pupils work * Whole school application of Computing * Using assessment systems, including a school pupil tracking system, to sustain high standards | In addition to this the Class Teacher may have an outstanding knowledge and understanding of:   * Advanced use of Computing as a teaching and learning tool to impact on pupil progress * Using data analysis   in order to improve pupil progress | Application and Interview |

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| **Skills & Abilities** | The Class Teacher will be able to:   * Develop positive relationships with all stakeholders Demonstrate aspects of, or outstanding classroom practice * Demonstrate outstanding classroom management * Participate effectively in strategies to support staff development * Actively contribute to a positive team spirit, delegating and negotiating , when necessary, with sensitivity * Excellent communication skills within year group and whole school teams | In addition, the Class Teacher may also be able to:   * Participate and contribute to school-based INSET * Participate in the establishment of links with parents, governors and the wider community * Teach pupils in KS1 | Application and Interview |

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| **Core Behaviours** | **Excellence -** With enthusiasm, you work to deliver a high quality service to meet customer, organisational and personal expectations. You adopt a ‘can do’ attitude in all of the work you deliver, ensuring it meets the  needs of current and potential customers. | Application and Interview |
| **Simplicity -** You actively seek ways to prevent over-complication or confusion, by adopting the most simplified approach to work. You communicate clearly and concisely, ensuring that the message is  understood by all. | Application and Interview |
| **Trust and Respect -**You are aware of your impact on others including confidentiality. You value openness and listen carefully to understand the views of others. You promote the values of diversity and actively work to minimise any harm caused to others in order to foster an environment of  mutual trust and respect. | Application and Interview |
| **Working Together -** You work with others to reach a common goal; sharing information, supporting colleagues and searching out expertise  and solutions from relevant partners and/or the communities we serve. | Application and Interview |
| **Responsibility -** You take ownership for your work and you use your initiative to deliver. You are accountable for your own performance and development and you take responsibility for your actions and decisions. | Application and Interview |

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| **Personal Characteristics** | The Class Teacher should have:   * Emotional intelligence * Resilience * Respect, honesty, trust, co-operation and positivity * Openness to personal reflection, to improve classroom practice | Application and Interview |

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| **Compiled/Reviewed by** | Sue Volante |
| **Date** | September 2022 |