



## Person Specification

<b>Job Title:</b> Class Teacher	<b>Section/Team:</b> Teaching Staff	<b>Grade/salary range:</b> MPS (£25,714 – £36,961)	<b>Reports to:</b> Headteacher
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Detailed below are the key criteria required for this post and the context in which they will be used. Each criterion is identified according to whether it is 'essential' and required at the point of recruitment, or 'desirable' and can therefore be developed over time.

Qualifications and Experience		
Essential	<ul style="list-style-type: none"> <li>• Qualified teacher status.</li> <li>• Degree or equivalent.</li> <li>• Evidence of continued professional development.</li> </ul>	<ul style="list-style-type: none"> <li>• The post includes a teaching responsibility.</li> <li>• To assist the headteacher with the day-to-day running of the school.</li> <li>• To enable the post-holder to remain up-to-date in current national expectations.</li> </ul>
Desirable	<ul style="list-style-type: none"> <li>• Evidence of further study.</li> <li>• Experience of working with challenging children, particularly those with social, emotional and mental health difficulties.</li> <li>• Experience of teaching in more than one school or setting.</li> </ul>	<ul style="list-style-type: none"> <li>• All staff at the school are expected to continue learning and developing their practise throughout their time at the school.</li> <li>• The emotional needs of the pupils are numerous and experience of working with challenging children would enable the post-holder to lead others effectively.</li> <li>• The school serves a diverse community. The post-holder will need to draw on a range of experience in order to communicate effectively with all groups.</li> </ul>
Knowledge		
Essential	<ul style="list-style-type: none"> <li>• A good understanding of effective strategies for gaining and maintaining high standards of behaviour at whole school level.</li> <li>• A good knowledge of current assessment procedures at Key Stage Two.</li> <li>• A good understanding of current National Curriculum requirements.</li> <li>• Understanding of effective teaching and learning at Key Stage Two.</li> </ul>	<ul style="list-style-type: none"> <li>• The post requires effective and consistent use of a range of behaviour management strategies.</li> <li>• To enable the post-holder to work with the leadership team and governors evaluating attainment/progress data.</li> <li>• The post requires leadership of other staff in curriculum development.</li> </ul>
Desirable	<ul style="list-style-type: none"> <li>• Understanding of effective teaching and learning at EYFS, Key Stage One and Key Stage Three.</li> </ul>	<ul style="list-style-type: none"> <li>• The post will require the teacher to work closely with colleagues from other settings.</li> </ul>



Skills and Abilities		
Essential	<ul style="list-style-type: none"> <li>• The ability to understand and nurture the individual needs of pupils.</li> <li>• The ability to form and maintain excellent relationships with pupils, parents and colleagues.</li> <li>• Excellent communication skills both orally and in writing.</li> <li>• Effective problem solving skills.</li> <li>• Proficient ICT skills.</li> <li>• The ability to prioritise and work under pressure.</li> <li>• The ability to work effectively in partnership.</li> </ul>	<ul style="list-style-type: none"> <li>• The school values the importance of positive relationships in securing bright futures for pupils. The post-holder must be able to form and maintain these relationships with all stakeholders.</li> <li>• The post requires regular written and oral communication including the need for presentations.</li> <li>• Computing is a fundamental part of the school improvement strategy and the post-holder must therefore be an enthusiastic user of technology.</li> <li>• The post requires the ability to organise their workload.</li> <li>• The post-holder will work closely with others and must be able to collaborate effectively.</li> </ul>
Work-Related Personal Qualities		
Essential	<ul style="list-style-type: none"> <li>• Ensuring confidentiality.</li> <li>• Being able to act in a respectful and professional manner.</li> <li>• Demonstrating creativity.</li> <li>• Being adaptable.</li> <li>• Having high expectations.</li> <li>• Being approachable.</li> <li>• Being resilience.</li> <li>• Demonstrating initiative.</li> <li>• Being reliable.</li> </ul>	<ul style="list-style-type: none"> <li>• The post-holder will have access to sensitive personal data and must ensure that this information is protected.</li> <li>• The post requires communication with a diverse community where respect and professionalism must be maintained at all times.</li> <li>• The post-holder will need to be solution focussed and respond creatively to school improvement challenges.</li> <li>• The post-holder must have high expectations of themselves and others whilst maintaining approachability.</li> <li>• The post-holder must be punctual and available to support other staff in a range of circumstances.</li> </ul>
Other Work-Related Requirements		
Essential	<ul style="list-style-type: none"> <li>• The post holder is responsible for ensuring the child protection policy is adhered to.</li> <li>• Showing commitment to the well-being of all pupils.</li> </ul>	<ul style="list-style-type: none"> <li>• This role involves working with the headteacher to ensure the effective safeguarding of all pupils.</li> </ul>