



**Our Vision**

***'I have set you an example that you should do as I have done' John 13:15***

**Our Values**

***Respect, Community, Forgiveness, Hope, Perseverance, Trust***

**PERSON SPECIFICATION – CLASS TEACHER**

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• Have qualified teacher status</li> <li>• An enhanced DBS disclosure (completed on appointment)</li> <li>• Proven suitability to work with children and young people (through references)</li> <li>• Demonstrate a commitment to, and understanding of safeguarding.</li> </ul>	
<b>KNOWLEDGE &amp; UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>• Have detailed knowledge of the relevant aspects of the new National Curriculum and other statutory requirements and initiatives</li> <li>• Have secure subject knowledge, anticipating pupils' misconceptions.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate knowledge and understanding and take account of wider curriculum developments which are relevant to your work.</li> <li>• Have the ability to lead and manage a curriculum subject</li> <li>• Experience of planning and implementing innovative and creative learning activities accessible for all children.</li> </ul>
<b>PLANNING EXPECTATIONS</b>	<ul style="list-style-type: none"> <li>• Be able to identify clear learning intentions, content, lesson structures and sequences according to the subject matter and the pupils being taught.</li> <li>• Be able to set clear next steps, in response to marking, and set targets for pupils' learning, building on prior attainment.</li> <li>• Have experience of working with children with a range of special educational needs and be able to provide positive and targeted support.</li> <li>• Be able to write and implement class provision maps and keep records of children, including those with SEND.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate consistent and effective planning of lessons and sequences of lessons to meet pupils' learning needs.</li> <li>• Demonstrate consistent and effective use of information about prior attainment to make clear expectations for all pupils.</li> <li>• Experience of planning for mixed-age classes.</li> </ul>



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## PERSON SPECIFICATION – CLASS TEACHER

<p><b>TEACHING &amp; MANAGING PUPIL LEARNING</b></p>	<ul style="list-style-type: none"> <li>• Be able to ensure effective teaching of whole class, groups and individuals so that teaching objectives are met.</li> <li>• Set high expectations for pupil behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.</li> <li>• Use inclusive teaching methods which keep pupils engaged, including stimulating curiosity, using effective questioning, clear presentation and good use of resources.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate consistent and effective use of a range of appropriate, adaptive strategies for teaching and classroom management.</li> <li>• Experience of and willingness to lead a range of extra-curricular activities</li> <li>• Have a proven track record of outstanding teaching.</li> <li>• An understanding of Trauma informed approaches (e.g. Beacon, THRIVE, ELSA)</li> </ul>
<p><b>ASSESSMENT &amp; EVALUATION</b></p>	<ul style="list-style-type: none"> <li>• Be able to assess how well learning objectives have been achieved and use this assessment to inform future teaching.</li> <li>• Demonstrate how feedback provided to pupils has impact on learning with next steps identified leading to visible progress</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate the impact of effective Assessment for Learning strategies</li> </ul>
<p><b>PUPIL ACHIEVEMENT</b></p>	<ul style="list-style-type: none"> <li>• Be able to analyse pupil progress and attainment data and use this to effectively plan provision to secure progress towards pupil targets.</li> </ul>	<ul style="list-style-type: none"> <li>• Be able to demonstrate that, as a result of teaching, pupils achieve well in relation to their prior attainment, making progress as good as or better than similar pupils nationally.</li> </ul>
<p><b>SAFEGUARDING</b></p>	<ul style="list-style-type: none"> <li>• Knowledge of national and local safeguarding guidance.</li> <li>• Experience of safeguarding and promoting the welfare of children and young people.</li> <li>• A commitment to work with relevant agencies to protect children and young people.</li> <li>• Knowledge of best practice and procedures in school for safeguarding children and young people.</li> </ul>	<ul style="list-style-type: none"> <li>• Have a working knowledge of how green/yellow forms work.</li> </ul>
<p><b>RELATIONS WITH PARENTS &amp; WIDER COMMUNITY</b></p>	<ul style="list-style-type: none"> <li>• Prepare and present informative reports to parents.</li> <li>• Understand the need to liaise with outside agencies responsible for pupil welfare.</li> <li>• Communicate effectively with parents and carers.</li> </ul>	<ul style="list-style-type: none"> <li>• Participate in wider school activities such as PTA events, fayres, discos etc...</li> </ul>



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<p><b>MANAGING OWN PERFORMANCE &amp; PROFESSIONAL DEVELOPMENT</b></p>	<ul style="list-style-type: none"> <li>• Demonstrate a commitment to being part of a whole school learning community</li> <li>• Understand the need to take responsibility for your own professional development and keep up-to-date with research and developments in pedagogy and in the subjects taught.</li> <li>• Have an understanding of your professional responsibilities in relation to school policies and practices.</li> <li>• Set a good example to the pupils you teach in terms of your presentation and personal conduct.</li> <li>• Be able to evaluate your own teaching critically and use this to improve effectiveness</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate responsibility for your own professional development and use the outcomes to improve teaching and children's learning.</li> </ul>
<p><b>MANAGING &amp; DEVELOPING STAFF &amp; OTHER ADULTS</b></p>	<ul style="list-style-type: none"> <li>• Make effective use of support staff and volunteers in the classroom.</li> <li>• Be able to establish good relationships, encourage good working practices, support and lead teachers in the key stage</li> </ul>	
<p><b>MANAGING RESOURCES</b></p>	<ul style="list-style-type: none"> <li>• Select and make good use of books, ICT and other learning resources which enable teaching objectives to be met.</li> <li>• Ability to create a caring, challenging and effective learning environment for pupils.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of organising school visits.</li> </ul>