



An All-through Co-operative School

“Making School Memorable by Striving for Excellence”

Person Specification	
Post Title: Reception Class Teacher Grade: Main Pay Scale	
Qualifications	
Essential	
<ul style="list-style-type: none"> • Qualified Teacher Status (where a suitable QTS candidate cannot be found, an unqualified and/or work permit teacher may be appointed) • Good Degree • Ability to teach across subject areas 	
Desirable	
<ul style="list-style-type: none"> • Good Honours Degree • Further Professional Qualifications 	
Experience	
Essential	
<ul style="list-style-type: none"> • Experience of teaching in the phase • Clear evidence of successful teaching across the full ability and age range • Monitoring and evaluation • Good practice in social inclusion • Good time management skills • Good knowledge of New Development Matters Curriculum 	
Desirable	
<ul style="list-style-type: none"> • Successful use of data and tracking (Target Tracker) • Successful use of 2Simple Assessment Software • An understanding of how Assessment for Learning approaches can be used to enhance pupils' performance 	
Knowledge and Understanding	
Essential	
<ul style="list-style-type: none"> • Good communication, administration and organizational skills • Effective management of pupil behaviour • Provision for SEND, vulnerable and “at risk” children 	
Desirable	
<ul style="list-style-type: none"> • Experience of working with SEN/EAL pupils 	

Skills and Abilities	
Essential	
<ul style="list-style-type: none"> • Emotional literacy and empathy for all young people • Positive attitude towards school improvements and raising achievement • Dynamic and innovative approach to teaching and learning developments within a department • Ability to model effective teaching methods and work with others in the development of teaching and learning of the most able • Able to work in such a way as to secure the professional respect of colleagues and be adept at developing the knowledge, skills and understanding of those colleagues • Ability to assess and promote pupil progress and their needs in a variety of ways • Good interpersonal and communication skills • Effective organisational skills and the ability to meet deadlines • Ability to work strongly in a team both within the school and department • Ability to form and maintain excellent relationships with parents 	
Desirable	
<ul style="list-style-type: none"> • Experience of running clubs • Ability to present new approaches to teaching and learning both at department and whole school level 	
Equal Opportunities	
Essential	
<ul style="list-style-type: none"> • Awareness and commitment to equal opportunities issues and how these can be addressed in the classroom environment • Commitment and contribution to School policies • Committed to the promotion of equal opportunities, fundamental British values** and Co-operative values*** 	
Desirable	
<ul style="list-style-type: none"> • Proven track record of improving attainment for targeted groups of learners • Able to develop best practice through wide range of imaginative approaches 	
Child Protection	
Essential	
<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people in line with Keeping Children Safe in Education, September 2021, including regulated activity relevant to children. 	
Disposition	
Essential	
<ul style="list-style-type: none"> • To be interested in pupils as individuals and how they learn • To display a warm and approachable demeanour • A flexible approach and sense of humour • To display a professional manner • To be positive and constructive • To be resilient and assertive • Empathetic and sensitive to differing viewpoints • Belief in the importance of teamwork • Flexible approach to changing environments • Commitment to the comprehensive ideal, social inclusion and to raising standards for all pupils • Willingness to contribute to extra-curricular activities within the Lower School 	

Desirable
<ul style="list-style-type: none">• Experience of undertaking whole school duties and responsibilities• Ability to plan strategically to meet goals• Engagement in own continuous professional development

** Fundamental British values – democracy, the role of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs

*** Co-operative values – self-help, self-responsibility, democracy, equality and solidarity in addition to the ethical values of honesty, openness, social responsibility and caring for others

Reviewed September 2021