**Person Specification: Class Teacher**

Selection for interview will be based on the criteria outlined in this form. At each stage of the process an assessment will be made by the appointment panel to determine how far the criteria have been met. Candidates who do not meet the asterisked (\*) criteria will not be considered.

Criteria should be addressed on the application form and/or in any statement of application as indicated. Criteria will be further tested later in the process through interview and lesson observation.

When completing your statement of application you should ensure that you provide supporting evidence of how you meet the criteria through reference to recent work or other relevant experience.

1. **Education, qualifications and training**
2. DfE qualified teacher status.\*
3. Teaching experience in the junior range.
4. Commitment to own professional development.
5. **Experience**
6. Minimum of 2 years teaching in a range of year groups.
7. Proven good to outstanding classroom practice.\*
8. Knowledge and understanding of strategies to support children in Pupil Premium, SEN and Inclusion groups.
9. Experience of successfully raising achievement in a class or group of pupils\*.
10. Experience of using data analysis to improve outcomes for children.\*
11. **Skills and abilities**
12. Proven ability as a good to outstanding classroom practitioner.\*
13. Ability to motivate pupils and manage their behaviour effectively.\*
14. Ability to work collaboratively with colleagues and the wider school community in the development of the school.
15. Ability to communicate effectively and sensitively with a wide variety of people, including children, staff, parents/carers and the Senior Management Team.
16. Ability to work with colleagues to improve practice and to achieve consistently good or outstanding learning and teaching.\*
17. Ability to challenge and support colleagues in order to raise the standards of learning and teaching and improve outcomes for all pupils.
18. Ability to introduce and lead new initiatives within the school, for example leading on a curriculum area.
19. Competent ICT skills.
20. Effective time management skills and the proven ability to work under pressure.
21. **Knowledge and Understanding**
22. Knowledge of key documentation, guidance and initiatives relating to Primary Schools.\*
23. A clear understanding of the features of outstanding learning and teaching.\*
24. A thorough understanding of the purposes and value of excellent planning and assessment and how monitoring and tracking progress can improve standards across the school including the use of APP.\*
25. A strong understanding of the importance of a broad and balanced curriculum and how this can be achieved creatively through themed planning.
26. Understanding of how the safety and well-being of pupils affects their ability to learn.
27. **Commitments**
28. Commitments to all aspects of inclusive education and equal opportunities.\*
29. Commitment to achieving high standards and challenge for all pupils.\*
30. Commitment to achieving good and outstanding across the school.\*
31. Commitment to ensuring all pupils achieve their targets and make expected or better than expected progress.
32. Commitment to encouraging participation of parents/carers and the wider community in the life of the school.
33. Commitment to safeguarding and promoting the welfare of pupils.\*

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