

# HACKBRIDGE PRIMARY SCHOOL

## PERSON SPECIFICATION



### CLASS TEACHER

The person specification shows the abilities and skills you will need to carry out the duties in the job description. **Applicants must address each point of the person specification sequentially within the statement of suitability within their application. Applications where this has not been fulfilled will not be considered.** Short listing is carried out on the basis of how well you meet the requirements of the person specification. **You should mention any experience you have had which shows how you could meet these requirements when you fill in your application form.**

**The letter in brackets after each item indicates in which element of the recruitment and selection procedure the evidence is intended to be collected.**

- A** Application Form
- SS** Statement of Suitability
- I** Interview
- O** Classroom Observation
- T** Interview Task

#### Qualifications

- |                                                                                                                                                                                                                                                                                         | <b>Priority</b> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|
| 1) Qualified teacher status (QTS) recognised by the DfE (A)                                                                                                                                                                                                                             | 1               |
| 2) Evidence of recent or relevant in-service training (A)                                                                                                                                                                                                                               | 1               |
| 3) Have at least 5 GCSEs (grades 4-9/A* to C), or equivalent, including English and Mathematics (and be able to provide the original certificates for these as evidence) (T)<br>(Equivalent qualifications include Level 2 Functional Skills; O-level grade C or above or CSE grade 1.) | 1               |

#### Teaching and Learning

- |                                                                                                                                                                                                                                                                                                                                                                                        |   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| 4) Ability to teach to a high standard across the early years/primary phase, with evidence of having achieved successful outcomes (A SS I O T)                                                                                                                                                                                                                                         | 1 |
| 5) An up-to-date knowledge of: <ul style="list-style-type: none"><li>• the Early Years Foundation Stage Curriculum/National Curriculum (SS I O);</li><li>• current strategies for Literacy/English and Maths (SS I O) and</li><li>• current priorities in education e.g. educational issues relating to the early years, Phonics, Reading, Grammar, Maths Mastery etc (SS I)</li></ul> | 1 |
| 6) Ability to plan and teach high quality lessons to meet the needs of all learners (SS I O)                                                                                                                                                                                                                                                                                           | 1 |
| 7) A clear grasp of the use of assessment to further children's learning (SS I)                                                                                                                                                                                                                                                                                                        | 1 |
| 8) Skilled at developing children's self-esteem and motivation so that they become resilient, independent learners (SS I O)                                                                                                                                                                                                                                                            | 1 |

#### Wider Professional Duties

- |                                                                                                                                                                     |   |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| 9) Ability to work effectively as a member of the school team, establishing and maintaining good, positive relationships with colleagues, parents and pupils (SS I) | 1 |
| 10) Ability to manage support staff and other adults effectively (SS I)                                                                                             | 1 |
| 11) Ability to promote and maintain high standards of behaviour throughout the school (SS I)                                                                        | 1 |
| 12) Willingness to take part in the wider school community (SS, I)                                                                                                  | 1 |
| 13) Ability to manage a curriculum area (not NQTs) (SS I)                                                                                                           | 1 |

#### Personal Qualities

The candidate will need to demonstrate:

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|--------------------------------------------------------------------------------|---|
| 14) An enthusiasm for working with children (I)                                | 1 |
| 15) A commitment to the vision, values and ethos of the school (A SS I O)      | 1 |
| 16) A commitment to equal opportunities in practice (SS I)                     | 1 |
| 17) High expectations of staff, children and the wider school community (SS I) | 1 |