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**CLASS TEACHER MAIN SCHOOL - PERSON SPECIFICATION**

***AF = Application Form I = Interview***

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| Attributes | Essential | Test | Desirable | Test |
| **Qualifications/Training** | | | | |
| Education | Qualified teacher status.  Degree. | AF  AF | Post Graduate Qualifications. | AF |
| Professional Development | Evidence of participation in CPD to develop professional skills, knowledge and understanding. | AF | Participation in work with other schools/agencies.  Experience of leading CPD activities for staff.  Experience of leading initiatives across a key stage, year group or whole school.  MLDP or other CPD qualification. | AF  AF/I  AF/I  AF |
| **Experience** | | | | |
| Teaching | A passion and enthusiasm for learning and teaching.  Experience of using class data to impact upon pupil progress  Ability to plan and differentiate work appropriately for all children.  A clear understanding of the use of assessment to target planning and interventions for all children.  An understanding and experience of teaching phonics. | I  AF/I  AF  I  AF/I  AF/I | Experience of curriculum leadership.  Experience of teaching across the primary age phase  Experience with working with children with a range of SEN.  Enthusiasm and ability to use ICT creatively across the curriculum.  Understanding and experience of Key Stage 1 and 2 assessment requirements.  Experience of delivering phonics and planning effectively, including planning and supporting TA’s to deliver programmes. | AF/I  AF  AF/I  AF  AF  AF/I |
| Resources | Experience of managing classroom resources and areas  Experience of working with Teaching Assistants and other adults | AF/I  AF/I | Evidence of responsibility for developing whole school resources. | AF |
| **KNOWLEDGE & UNDERSTANDING** | | | | |
| National Framework | Knowledge of the Education Acts and other relevant legislation including equal opportunities, health & safety, SEN and child protection.  Knowledge of the National curriculum including assessment, recording and reporting | AF/I  AF/I | Experience of Ofsted inspection and follow up.  Knowledge of the EYFS Curriculum | AF  AF |
| Teaching and Learning | Practical understanding of effective teaching, learning and classroom management strategies.  Knowledge and understanding of AfL to effectively support progress. | AF/I  AF/I | Understanding of Spiritual, Moral, Social and Cultural development. | I |
| Special Educational Needs | Understanding of strategies to raise attainment of children with a range of SEN and higher achievers. | I | Experience of working with children with a range of learning needs.  Experience of ensuring challenge for higher achievers. | AF |
| Parents and Community | Understanding of the role which can be played by parents and the community in supporting the school. | I | Experience of working directly with parents to raise standards and involvement. | AF/I |
| Governance |  |  | Knowledge of the role of governors in supporting school improvement. | I |
| **SKILLS** | | | | |
| Leadership | Personal impact and presence.  Promote the school’s aims positively and use effective strategies to monitor motivation and morale | I  I |  |  |
| Relationships | Able to establish and develop good relationships with all involved in the school.  Ability to enthuse and motivate others.  Able to deal sensitively with people. | I  I  I |  |  |
| Interpersonal and communication skills | Calm and positive approach.  Ability to communicate effectively orally and in writing to a variety of audiences  Able to use ICT effectively. | I  AF/I  AF/I |  |  |
| **ATTITUDES** | | | | |
| Education and Philosophy | A positive and energetic attitude.  A desire to strive for excellence  A belief in their approach to education | I  I  I |  |  |
| Equal Opportunities | Commitment to equality of opportunity.  Commitment to showing respect, acceptance and tolerance for others | I  I | Understanding the need to promote positive role models. | I |