**PERSON SPECIFICATION – Class Teacher (1 year fixed term)**

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|  | ESSENTIAL CRITERIA | DESIRABLE CRITERIA | HOW IDENTIFIED |
| **EDUCATION AND TRAINING** | * QTS
 | * Evidence of further professional qualifications/study – this could be ongoing and might include NPQ
 | * Certificates
* Qualification Documents
* Application form
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| **RELEVANT EXPERIENCE** | * Successful classroom practitioner
* Can demonstrate high expectations of pupils’ achievements and behaviour
* Experience of working successfully and co-operatively as a member of a team in a school
* Experience of working with support staff
* Experience of working with pupils with SEND
* Attendance at relevant courses, conferences,

workshops etc.* A commitment to furthering own professional development
 | * Experience of successfully managing support staff
* Evidence of active interest in self- development
* Experience of teaching Pathways to Write or White Rose maths
 | * Application form
* Reference
* Interview
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| **GENERAL AND SPECIFIC KNOWLEDGE AND SKILLS** | * Ability to safeguard and promote the welfare of children and young people
* Ability to adopt a positive approach to behaviour management
* Ability to communicate effectively in a variety of situations and with a variety of audience – written and verbal
* Ability to make learning enjoyable and relevant
* Demonstrate excellent primary practice and the ability to ensure all pupils achieve their full potential
* Ability to establish and maintain effective professional relationships within school and the wider community
 | * Ability to exploit the potential of ICT
* Particular skills in relation to supporting pupils with SEND.
 | * Application form
* Interview
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| Knowledge & Understanding | * Clear knowledge of the structure and content of the National Curriculum
* A clear understanding of the key principles of effective teaching and learning
* A strength in a curriculum area
 | * Knowledge of Little Wandle Phonics
* Knowledge of practices relating to long term memory.
* Knowledge of a range of assessment for learning strategies.
 | * Application form
* Reference
* Interview
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| Personal Qualities | * Caring attitude towards pupils and families
* Ability to demonstrate enthusiasm and sensitivity whilst working with others
* High expectations of self and pupils
* A sense of humour
* An enhanced DBS
* Evidence of being able to build and sustain effective working relationships
* An ability to manage a positive work/life balance
* A drive to enrich children’s lives beyond the classroom
 |  | * Application form
* Reference
* Interview
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