**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 |
| **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 |
| **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 |
| 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 |
| 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 |