**CLASS TEACHER**

**PERSON SPECIFICATION**

**Please note: any candidates who do not fulfil all of the essential criteria will not be short listed for interview**

**Sources of evidence A – Application Form and Letter, I – Interview,**

**T – Task, R – Reference, D - Documentation**

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| **TRAINING AND QUALIFICATIONS** | **Essential** | **Desirable** | **Evidence** **Source** |
| Qualified Teacher Status | **\*** |  | A D |
| Degree | **\*** |  | A D |

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| **FAITH COMMITMENT** | **Essential** | Desirable | **Evidence** **Source** |
| Practising Christian |  | **\*** | A R |
| Sound understanding of the distinctive nature of a Church of England School |  | **\*** | A I R |
| Understanding of teacher’s role in spiritual development of pupils and staff | **\*** |  | A I R |
| Understanding of school’s role in the community | **\*** |  | A I |

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| **PROFESSIONAL KNOWLEDGE AND UNDERSTANDING** | **Essential** | **Desirable** | **Evidence** **Source** |
| Detailed knowledge and understanding of pupils’ educational development | **\*** |  | A I R |
| Knowledge and understanding of the curriculum, target setting and assessment for learning | **\*** |  | A I R |
| A secure subject knowledge of the National Curriculum | **\*** |  | A I R |
| An ability to co-ordinate an area of the National Curriculum |  | \* | A I R |
| Knowledge of phonics (KS1 role) | **\*** |  | A I |
| A secure knowledge of behaviour management strategies | \* |  | A I T |
| A secure knowledge and competence in ICT |  | **\*** | A I R |
| Knowledge of local and national policies, priorities and statutory frameworks |  | \* | A I R |
| Demonstrates a professional approach to presentation and conduct | **\*** |  | A I R |
| Demonstrates a willingness to undertake further Professional Development | **\*** |  | A I R |
| Strong scientific knowledge / science qualification |  | \* | A |

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| **TEACHING AND CLASS MANAGEMENT** | **Essential** | **Desirable** | **Evidence** **Source** | |
| Ability to use a variety of creative and innovative teaching and learning strategies | **\*** |  | A I T R | |
| Ability to create a safe, stimulating, well-organised and purposeful learning environment that supports pupils’ learning | **\*** |  | A I R | |
| Understanding of how to adapt teaching that all pupils can succeed | | **\*** |  | A I T | R |
| Demonstrates strong positive behaviour management strategies | | **\*** |  | A I T | R |
| Experience of teaching phonics (KS1 role) | | **\*** |  | A I |  |
| Ability to motivate pupils at all levels | | **\*** |  | A I T | R |
| Understanding of clear planning and preparation | | **\*** |  | A I T | R |
| Demonstrates high expectations for all pupils | | **\*** |  | A I T | R |
| Willingness to support school enrichment activities | | **\*** |  | A I T | R |
| Effective management and organisation of resources in the  classroom | | **\*** |  | A I T | R |
| Ability to evaluate own standards of teaching and learning in  the classroom | | **\*** |  | A I T | R |

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| **PERSONAL SKILLS AND ABILITIES** | **Essential** | **Desirable** | **Evidence** **Source** |
| Ability to work as part of a team and to establish successful  relationships at all levels | **\*** |  | A I T R |
| Effective communication skills | **\*** |  | I T R |
| Effective interpersonal skills | **\*** |  | I T R |
| Demonstrates a willingness to share ideas and to learn from  others | **\*** |  | I T R |
| Demonstrates stamina and resilience | **\*** |  | I T R |
| Demonstrates confidence | **\*** |  | I T R |
| Demonstrates adaptability to changing circumstances and  new ideas | **\*** |  | I T R |
| Demonstrates motivation and commitment | **\*** |  | I T R |
| Shows concern for individual needs | **\*** |  | I T R |

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| **OTHER REQUIREMENTS** | **Essential** | **Evidence** **Source** |
| Letters should be clear and concise (no more than two sides of  A4) | \* | A |
| Should address the criteria identified in the person specification | \* | A |