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**Class Teacher Person Specification**

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|  | **Essential** | **Desirable** | **Criteria used for Assessment** |
| **Education and Qualification** | * Honours Degree (First or Second Class). * Qualified Teacher Status – Degree or equivalent. * Evidence of applying continued professional development. | * Higher professional qualification. | A  A  A |
| **Knowledge and Experience** | * Relevant teaching experience of teaching practice in the subject * Experience of teaching a wide range of abilities * This role would be suitable for an ECT or an experienced teacher | * Experience of pastoral/tutor role. | A/I/R  A/I/R |
| **Skills and Abilities** | * Excellent teaching skills, including effective communication skills, ability to motivate students and the capacity to create good learning environments. * A clear understanding of the characteristics of high quality teaching and learning and achievement for all pupils. * Knowledge of current issues and recent developments in the curriculum area. * Capacity to use ICT as an integral part of teaching. * Ability to lead initiatives, support the process of change and work effectively in a team. * Secure commitment to a clear aim and direction for the subject. * Understanding of equal opportunities issues and their application to work. * Strategies for promoting good behaviour based on positive reinforcement. | * Understanding of particular needs of pupils with SEN. * Awareness of factors affecting language and learning across the curriculum. * Knowledge/involvement in other cross-curricular initiatives/projects or whole school developments. | A/I/R  A/I  A/I  A  A/I/R  A/I  A/I  A/I/R |
| **Personal Qualities** | * Enthusiasm for the subject. * Ability to use own initiative. * A commitment to the vision of the school. * A commitment to inclusive education. * Ability to form good working relationships with pupils and staff. * High standards and expectations. * Ability to use pupil assessment data to raise achievement. * Outstanding communication skills. * Reliability and integrity. * A commitment to safeguarding children and promoting the welfare of children. | * A willingness to contribute to extra-curricular activities. * A vision for the development of the department. * A commitment to personal and professional development. | A/I  I/R  A  A/I  A/I/R  A/I/R  A/I  A/I/R  A/I/R  A/I/R |

**A = Application I = Interview R = References**