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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.
 | AAA |
| **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/RA/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/RA/IA/IAA/I/RA/IA/IA/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/II/RAA/IA/I/RA/I/RA/IA/I/RA/I/RA/I/R |

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