

## PERSON SPECIFICATION FOR THE POST OF CLASS TEACHER

CRITERIA	ESSENTIAL/ DESIRABLE	WHERE MEASURED
		Key: AF=Application form LO=Lesson Observation I=Interview R=Reference
<b><u>Education &amp; Training</u></b>		
1. Qualified Teacher Status	E	AF
2. Appropriate phase training or experience in the phase / Key stage	E	AF
3. Evidence of recent professional development	E	AF
4. Degree	E	AF
5. Qualification related to SEND or SEMH	D	AF
<b><u>Work Experience</u></b>		
1. Experience of having been a class teacher with full responsibility for a class	E	AF
2. Experience or training in curriculum development	E	AF/I
3. Experience of training in more than one year group	E	AF/I
4. Experience of the extra-curricular life of a school	E	AF
5. Experience of teaching pupils with learning difficulties	D	AF/I
6. Experience of teaching pupils with SEMH	D	AF/I
<b><u>Special Knowledge</u></b>		
1. Knowledge of effective learning and teaching strategies	E	LO
2. Knowledge of the development of a creative curriculum	D	AF/I
3. Knowledge of the Every Child Matters outcomes	D	AF/LO
4. Knowledge of supporting and challenging pupils with SEMH	D	AF/LO
5. Adapt teaching to respond to the strengths and needs of all pupils, especially those with SEMH	D	AF/LO
6. Made accurate and productive use of assessment	E	AF/I/LO
7. Effectively manage the behaviour of pupils with SEMH to ensure a good and safe learning environment.	D	AF/I/LO
<b><u>Personal Qualities</u></b>		
1. Ability to relate well and communicate effectively with children and adults	E	I/LO
2. Ability to inspire and motivate staff, pupils and other stakeholders	E	AF/I
3. Ability to act as a role model by setting high personal and professional standards	E	AF/I
4. To be enthusiastic and eager to learn	E	I
5. Demonstrating unconditional positive regard at all times.	E	AF/I/LO
6. Resilient in responding to pupil needs and team work.	E	I/LO
<b><u>Approach to work</u></b>		
1. Evidence of being involved in extra-curricular activities	D	AF
2. Evidence of high motivation and excellent classroom practice as a teacher or trainee	E	LO/R
3. A commitment to outstanding quality and high standards	E	LO/R
4. Evidence of commitment to involving parents as partners in the education process	E	AF/I
5. Commitment to the role of Governors	E	AF
6. A commitment to equal opportunity	E	AF
<b><u>Other Requirements</u></b>		
1. Application forms completed in full	E	AF
2. Letters are clear and concise and address the criteria identified in the person specification	E	AF
3. Satisfactory written references required	E	R
4. Confirmation of professional qualifications	E	AF/R
5. A commitment to the safeguarding of children	E	I/R
6. A commitment to promoting our extended services including extra curricular activities	E	AF/I
7. An ability to fulfil all spoken aspects of the role with confidence through the medium of English	E	I