**PERSON SPECIFICATION**

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| **Job Title** | **Class teacher** |
| **Salary & Grade** | **Main Pay Scale** |
| **Reports to:** | **Headteacher** |

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| St Michael’s Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We therefore expect all staff and volunteers to work to and within school policies and procedures, including safeguarding, child protection and health and safety. This post is subject to satisfactory references which will be requested prior to interview, an enhanced Disclosure and Barring Service (DBS) check, medical check, evidence of qualifications, plus verification of the right to work in the UK. |

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|  | **Essential** | **Desirable** | **Identification Method** |
| **Education & Qualifications** |  |  |  |
| Recognised teaching qualification | ☒ | ☐ | Application Form  Interview |
| Attendance at a range of relevant INSET/CPD dealing with current educational issues | ☒ | ☐ | Application Form  Interview |
| Willingness to attend further relevant study | ☒ | ☐ | Application Form  Interview |
| Commitment to own professional development | ☐ | ☒ | Application Form  Interview |
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| Relevant Experience |  |  |  |
| Dedicated KS2 classroom practitioner with high expectations for pupil attainment and behaviour | ☒ | ☐ | Application Form  Interview |
| Knowledge of effective strategies for raising standards | ☒ | ☐ | Application Form  Interview |

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|  | **Essential** | **Desirable** | **Identification Method** |
| Experience of using assessment for learning effectively to ensure good progress | ☒ | ☐ | Application Form  Interview |
| Experience of working with and effectively deploying teaching assistants | ☒ | ☐ | Application Form  Interview |
| A clear personal philosophy of education and vision for the future | ☒ | ☐ | Application Form  Interview |
| Knowledge and success in positive behaviour management | ☒ | ☐ | Application Form  Interview |
| Thorough knowledge of the new National Curriculum | ☒ | ☐ | Application Form  Interview |
| Experience of setting and reviewing own targets for performance management/Appraisal | ☐ | ☒ | Application Form  Interview |
| Willingness to lead a subject area | ☒ | ☐ | Application Form  Interview |
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| Skills & Abilities |  |  |  |
| Ability to work effectively within a team | ☒ | ☐ | Application Form  Interview |
| Ability to develop a challenging, creative, effective and stimulating curriculum | ☒ | ☐ | Application Form  Interview |
| Ability to use a range of interactive technology to enhance the curriculum and engage learners | ☒ | ☐ | Application Form  Interview |
| Understanding of a range of techniques to develop independent and collaborative learning | ☒ | ☐ | Application Form  Interview |

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|  | **Essential** | **Desirable** | **Identification Method** |
| Special Requirements |  |  |  |
| Excellent inter-personal skills and communication skills with all stakeholders | ☒ | ☐ | Application Form  Interview |
| An up to date knowledge of relevant legislation and guidance in relation to working with and the safeguarding of children and young people | ☒ | ☐ | Application Form  Interview |
| Commitment to developing positive relationships with pupils and families | ☒ | ☐ | Application Form  Interview |
| Flexibility and enthusiasm | ☒ | ☐ | Application Form  Interview |
| Be prepared to challenge underachievement | ☒ | ☐ | Application Form  Interview |
| Be a reflective practitioner | ☒ | ☐ | Application Form  Interview |
| Commitment and willingness to involve yourself in the life of the school | ☒ | ☐ | Application Form  Interview |