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| **Person Specification – Class Teacher** |
| **Attributes** | **Essential** | **1** | **2** | **3** | **4** | **Desirable** | **1** | **2** | **3** | **4** | **How to be assessed** |
| **Qualifications, Knowledge and Experience:** | **Qualifications:*** Qualified Teacher status
* Degree level qualification

**Knowledge:*** Effective teaching and learning styles
* The theory and practice of providing effectively for the individual needs of all children
* Understanding the core subject curriculum guidance, and principles and developments of the National Curriculum
* The monitoring, assessment, recording,
 |  |  |  |  | **Qualifications:*** Any additional, relevant qualifications

**Knowledge:*** Understanding of current developments regarding the National Curriculum
* Understanding the positive links necessary within a school, and in turn with all its stakeholders
* A working knowledge of personal development in schools and its links to RSHE and SEMH.
 |  |  |  |  | ApplicationApplication and interview |

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|  | tracking and reporting or pupil’s progress* The statutory requirements of legislation concerning Equal Opportunities, Health and Safety, SEN and Child Protection

**Experience:*** Experience of successfully teaching in primary phased
* Experience of both KS1, KS2 or KS3.
 |  |  |  |  | **Experience:*** Experience of working effectively in partnership with parents
* Experience of leading a subject area, with ability to show whole school improvement
* Experience and willingness to provide extra-curricular activities for children
 |  |  |  |  | Application |
| **Planning and Organising:** | * Excellent organisational skills
* Ability to assess children, use a range of assessment practices accordingly;
 |  |  |  |  | * Evidence of exceptional lesson observations
* Understanding of current developments regarding the National Curriculum
 |  |  |  |  | Application and interview |

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|  | differentiating work to meet each child’s needs* Knowledge of adaptive teaching practices to meet the needs of all learners
* Knowledge of teaching theories which underpin teaching practice.
* Use ICT to enhance children’s learning as well as for planning, developing the curriculum and communicating
* Ability to prioritise, work under pressure and to meet strict deadlines
 |  |  |  |  | * Experience of leading a subject area, with ability to show whole school improvement
* Working knowledge of evidence-based teaching practices which have a strong correlation to improving outcomes for children and young people
 |  |  |  |  |  |
| **Management and Teamwork:** | * Work effectively as a member of a team
* Ability to promote disciplined behaviour throughout the class and school; and to have a positive approach to behaviour management
 |  |  |  |  | * Show evidence of commitment to taking an active part in school life, including out of school hours activities
* Experience and willingness to provide extra-curricular activities for children
 |  |  |  |  | ApplicationInterview (including lesson observation) |

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| **Communicating and Influencing:** | * Excellent communication skills
* Ability to inspire and motivate children
* Strong inter-personal skills to develop pupil and parental relationships
* Communicate effectively (both orally and in writing) to a variety of audiences
 |  |  |  |  | * Understanding the positive links necessary within a school, and in turn with all its stakeholders
* Experience of working effectively in partnership with parents
 |  |  |  |  | Interview (including lesson observation) |
| **Other Skills and Behaviours:** | * Ability to identify own learning needs
 |  |  |  |  | * Evidence of continuous professional development and commitment to further professional development relating to curriculum/learning and teaching
 |  |  |  |  | Application and Interview |

Scoring Key: 1. Does not meet criteria 2. Meets criteria 3. Exceeds criteria 4. Exceptional standard

**Name of Candidate:**

**Name of Interviewer: Date:**