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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. |  |  |  |  | Application  Application 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 |  |  |  |  | Application  Interview (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:**