



CLASS TEACHER PERSON SPECIFICATION: HIGHFIELDS ACADEMY

Criteria	Essential	Desirable	Method of assessment
Qualifications	<ul style="list-style-type: none">• Qualified Teacher Status• Degree or equivalent		Application form
Experience	<ul style="list-style-type: none">• Experience of teaching in Key Stage 2 (in post or as a placement).	<ul style="list-style-type: none">• Experience of teaching in other key stages (in post or as a placement).	Application form Letter Interview
Knowledge and Understanding	<p>The ability to effectively:</p> <ul style="list-style-type: none">• Create a stimulating and safe learning environment.• Establish and maintain a purposeful learning environment.• Plan, prepare and deliver the curriculum as relevant to the age and ability of your pupils.• Assess and record the progress of pupils' learning to inform next steps and monitor progress.• Use ICT to enhance learning opportunities for all pupils.		Letter Interview

	<ul style="list-style-type: none"> • Demonstrate a commitment to equal opportunities. • Teach, using a wide variety of strategies to maximise achievement for all children including those with special educational needs and high achievers. • Encourage children in developing self-esteem and respect for others. • Successfully deploy a wide range of behaviour management strategies. • Communicate to a range of audiences in a variety of ways. • A clear understanding of the teaching standards and the desire and ability to meet them all. 		
Personal qualities, skills and characteristics	<ul style="list-style-type: none"> • Highly effective communication skills, written and oral. • Highly effective personnel skills and a 'team player' mentality. • Ability to prioritise and manage time efficiently. • A commitment to build on outstanding practice whilst helping to move the school forward with vision and vigour. • To work under pressure, meet deadlines and maintain a work/life balance. • Be aspirational, for our pupils, staff and yourself. • Energetic and enthusiastic • Ability to work under pressure • Reliability and integrity. 	<ul style="list-style-type: none"> • Skills / interests in sports, arts/crafts, music, or any other field that will complement our curricular and extra-curricular provision. 	Letter Interview

	<ul style="list-style-type: none">• To be prepared to go 'the extra mile' and a commitment to leading extra-curricular activities and supporting school events.		
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