



## Person Specification for Class Teacher

| REQUIREMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | ESSENTIAL/<br>DESIRABLE                                                                                                                                  | HOW ASSESSED                                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b><u>Qualifications and Training</u></b><br>Qualified Teacher Status<br>Degree<br>Evidence of recent and relevant INSET                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Essential<br>Essential<br>Desirable                                                                                                                      | Application Form/<br>Certificates<br>Application Form                                                                                                                                                                                                                                                                      |
| <b><u>Experience</u></b><br>Primary Key Stage 1 and / or 2<br>Parental and community involvement in the life of the school<br>Experience of a range of SEN/inclusion                                                                                                                                                                                                                                                                                                                                                                                                                          | Essential<br>Essential<br>Essential                                                                                                                      | Application Form, Interview<br>Interview, References<br>Interview, classroom observation                                                                                                                                                                                                                                   |
| <b><u>Knowledge and Understanding</u></b><br>Recent education developments<br>School improvement strategies<br>Planning, effective assessment and record keeping strategies in schools<br>A practical understanding of equal opportunities within the curriculum and the school organisation<br>Commitment to the philosophy of the School<br>National Curriculum 2014 / EYFS Curriculum as appropriate<br>Principles of Assessment for Learning strategies<br>Safeguarding – knowledge and guidance of statutory requirements<br>Understanding of building learning power and growth mindset | Essential<br>Essential<br>Essential<br><br>Essential<br><br>Essential<br>Essential<br>Essential<br>Essential<br><br>Desirable                            | Application Form, Interview<br>Application Form, Interview<br>Interview<br><br>Interview<br><br>Application Form, Interview<br>Application Form, Interview<br>Application Form, Interview<br>Application form, Interview<br><br>Application Form, Interview                                                                |
| <b><u>Skills and Abilities</u></b><br>Evidence of outstanding teaching<br>Evidence of children making at least good progress<br>Effective written and verbal communication<br>Computing skills to enhance learning across curriculum<br>Ability to motivate and inspire children<br>Ability to work as part of a team<br>Ability to use initiative<br>Reliability and flexibility<br>Enthusiasm and a passion for learning<br>Creativity and imagination<br>Assessment for Learning<br>Have an area of expertise                                                                              | Essential<br>Essential<br>Essential<br>Essential<br>Essential<br>Essential<br>Essential<br>Essential<br>Essential<br>Essential<br>Essential<br>Desirable | Interview, Observation, References<br>Application Form, Interview<br>Application Form, Interview<br>Application Form, Interview<br>Interview<br>Application Form, Interview<br>Interview<br>Interview, Reference<br>Interview<br>Application Form, Interview<br>Application Form, Interview<br>Application Form, Interview |
| <b><u>Personal Attributes</u></b><br>Good attendance record<br>Willingness to participate in community events<br>Firm but fair approach to discipline<br>Commitment to safeguarding                                                                                                                                                                                                                                                                                                                                                                                                           | Essential<br>Essential<br>Essential<br>Essential                                                                                                         | References<br>Application Form/Interview<br>Interview, References<br>Application form, Interview, References<br>Application form, Interview, References                                                                                                                                                                    |