

## PERSON SPECIFICATION

**Job title:** Class Teacher

Method of assessment: Application form (AF), Interview (I), Lesson observation (LO)

Attributes	Essential	Desirable
<b>Education/Qualifications</b>	<ul style="list-style-type: none"> <li>➤ Degree (AF)</li> <li>➤ Qualified Teacher Status (AF)</li> <li>➤ Evidence of improving teaching through appropriate professional development including responding to advice and feedback from colleagues as well as self reflection (AF)</li> <li>➤ Willingness to undertake professional development (AF)</li> </ul>	<ul style="list-style-type: none"> <li>➤ Other relevant higher professional qualification (AF)</li> <li>➤ Middle leader qualification such as NPQML (AF)</li> </ul>
<b>Experience and Knowledge</b>	<ul style="list-style-type: none"> <li>➤ Successful primary experience (AF)</li> <li>➤ Knowledge of the National Curriculum (AF/LO)</li> <li>➤ Knowledge of effective teaching and learning strategies (AF/LO/I)</li> <li>➤ Knowledge of guidance and requirements around safeguarding children (AF/LO/I)</li> <li>➤ Knowledge of effective behaviour management strategies (AF/LO/I)</li> <li>➤ Good ICT skills, particularly using ICT to support learning (AF/LO/I)</li> <li>➤ Understanding of how pupils develop and learn</li> <li>➤ Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements and making use of formative and summative assessment to secure pupils' progress (AF &amp; I)</li> <li>➤ Experience of using relevant data to monitor progress, set challenging targets, and plan subsequent lessons (AF &amp; I)</li> <li>➤ Experience of using differentiation effectively and appropriately, using approaches which can be taught effectively (AF &amp; I)</li> <li>➤ Experience of deploying support staff effectively to enhance the learning of pupils (AF)</li> <li>➤ Successful evidence of raising standards with measurable outcomes</li> <li>➤ Demonstrable experience of making a positive contribution to the wider life and ethos of a school (AF)</li> </ul>	<ul style="list-style-type: none"> <li>➤ Have good curriculum knowledge across the key stages (AF)</li> <li>➤ Training in Sounds Write Phonics Programme</li> <li>➤ Experience of teaching in KS1 and KS2 (AF)</li> <li>➤ Experience of leading a subject across a school (AF)</li> </ul>

<p><b>Ability and Skills</b></p>	<ul style="list-style-type: none"> <li>➤ Promoting high standards of literacy, articulacy and the correct use of standard English (LO/I)</li> <li>➤ Ability to adapt teaching to meet all pupils' needs (AF/LO/I)</li> <li>➤ Be able to inspire, motivate and challenge pupils of all backgrounds, abilities and dispositions to achieve the high expectations set for them by understanding their needs and using and evaluating distinctive teaching approaches to engage and support them (AF &amp; I)</li> <li>➤ Evidence of building and maintaining good relationships with pupils rooted in mutual respect and adhering to proper boundaries (I &amp; LO)</li> <li>➤ Communicate effectively and professionally with colleagues and parents, the latter regarding pupils' achievements and well-being as well as with colleagues (AF)</li> <li>➤ Give pupils regular feedback, both orally and through accurate marking, and encourage pupils to respond to the feedback and take responsibility for their learning (AF)</li> <li>➤ Be able to manage behaviour effectively, fairly and consistently using a range of strategies both in the classroom and beyond (I &amp; LO)</li> </ul>	
<p><b>Personal Qualities</b></p>	<ul style="list-style-type: none"> <li>➤ A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school (AF, LO &amp; I)</li> <li>➤ High expectations for children's attainment and progress (AF, LO &amp; I)</li> <li>➤ Ability to work under pressure and prioritize effectively (AF &amp; I)</li> <li>➤ Commitment to maintaining confidentiality at all times and have high levels of integrity (AF &amp; I)</li> <li>➤ Commitment to safeguarding and equality (AF &amp; I)</li> <li>➤ Passionate about children's learning and developing the whole child (AF &amp; I)</li> <li>➤ Resilient, persistent, and has a positive attitude to challenge and change (AF &amp; I)</li> <li>➤ Flexible, adaptable and can work with others (AF &amp; I)</li> <li>➤ Good interpersonal skills and is an effective listener (AF &amp; I)</li> <li>➤ Can motivate self and others (AF &amp; I)</li> </ul>	