Class Teacher

Person Specification

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	A DfE recognised and relevant teaching qualification.
2	Able to design and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.
3	Recent experience of teaching in or across Early Years, Key Stage One or Key Stage Two.
4	Able to demonstrate excellent standards of classroom practice and behaviour management.
5	A detailed knowledge and understanding of all curricular areas and the relevant statutory and non-statutory curricular frameworks.
6	A detailed, up to date working knowledge and understanding of teaching, learning and behaviour management strategies.
7	Knowledge of use of data, assessment and record keeping to target teaching and ensure good and outstanding progress of all learners.
8	Able to use ICT to support learning, record keeping and assessment such as analysis of pupil data tracking.
9	Excellent written communication skills, negotiation skills and tact.
10	Evidence of relevant and on-going professional development and training (not applicable for an ECT).

Desirable

11	A BA/BSc Degree in a subject area or relevant in depth knowledge of a subject area.
12	Other interests / expertise that would benefit learners and the school.
13	Knowledge of examination / testing requirements.
14	Able to teach in an additional Key Stage/Phase.

Part B: Assessment Stage

Items 1 - 14 of the application stage criteria above and the criteria below will be further explored at the assessment stage:

Essential

1	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress.
2	Able to engage children, young people, colleagues and parents/carers.

3	Able to engage and motivate learners in the school environment.
4	Able to contribute to and support the development of a curriculum area.
5	Have positive values, attitudes and have high expectations for learners.
6	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well-being.
7	Able to work collaboratively as a member of a team and contribute to the professional development of colleagues, including the sharing of effective practice.
8	Able to plan, organise and prioritise and manage time effectively.
9	Good verbal and interpersonal skills.
10	Able to use ICT knowledge and skills in the learning environment.
11	Have positive values, attitudes and have high expectations for learners.

Desirable

12	Willing and able to teach across the primary age range.
13	Willing and able to contribute to extra-curricular activities and the wider work of the school.
14	Willing and able to contribute to school improvement planning / self-evaluation.
15	Willingness to engage in research and evidence in order to further develop knowledge and understanding of teaching and learning, whilst developing a strong, evidence-informed pedagogy.

The following methods of assessment will be used:

Method		**Method**	
Interview	Yes	Presentation	No
Lesson Observation	Yes	Structured discussion with pupils	No
Other (task)	Yes		

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Professional Registration/QTS check with the National College for Teaching and Leadership
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Medical clearance
7	A good attendance record