

## Person Specification: Class Teacher (Main/Upper scale)

	Essential	Evidence
<b>Qualifications</b>	<p>Qualified Teacher status. Satisfactory enhanced DBS Valid work visa Evidence of commitment to further professional development</p>	<p>Application Form, certificates and Police checks</p>
<b>Experience</b>	<p>Experience and consistent successful track record of:</p> <ul style="list-style-type: none"> <li>• Good/Outstanding teaching and learning observations and work scrutiny feedback)</li> <li>• Involvement in work related to raising levels of achievement with school</li> </ul>	<p>Application Form, References and Interview</p>
<b>Knowledge and understanding</b>	<p>Should have knowledge and a clear understanding of:</p> <p>1. Assessment</p> <ul style="list-style-type: none"> <li>• Assessment for Learning</li> <li>• Formative and Summative assessments</li> <li>• National attainment expectations at the end of each key stage</li> <li>• Good progress in Fs/Ks1/Ks2</li> <li>• Using assessment information to raise standards</li> </ul> <p>2. Teaching and Learning</p> <ul style="list-style-type: none"> <li>• Establishing positive, supportive relationships with children</li> <li>• A wide range of teaching &amp; learning strategies and methods</li> <li>• A clear understanding of what good and outstanding teaching and learning looks like</li> <li>• A stimulating and purposeful learning environment appropriate for the needs of the child</li> </ul> <p>3. Curriculum</p> <ul style="list-style-type: none"> <li>• A sound grasp of the national curriculum</li> <li>• The importance of a broad and balanced curriculum</li> <li>• Child initiated and independent learning</li> <li>• The importance of developing learning and life skills</li> </ul>	<p>Application Form, Interview , lesson observation, task and references</p>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>• Proven ability to establish and maintain collaborative working with a wide range of other professionals, as part of the delivery of multi-agency support services.</li> <li>• Develop good personal relationships within a team</li> </ul>	<p>Application form, interview, task and references</p>

	<ul style="list-style-type: none"> <li>• Effective communication skills (both orally and in writing)</li> <li>• Engage and communicate with a variety of stakeholders: parents, professionals, team members, children</li> <li>• Proven ability to prioritise and organise</li> <li>• Validated quality of teaching to be good with elements of outstanding</li> <li>• Proven ability to appreciate new technology and understand its usefulness within an educational environment</li> <li>• Plan effective learning opportunities that are grounded in sound assessment</li> <li>• Track pupils' achievement and ensure that children make progress within every lesson</li> <li>• High expectations of all learners</li> </ul>	
<b>Personal characteristics</b>	<ul style="list-style-type: none"> <li>• Honesty and integrity</li> <li>• Determined and resilient</li> <li>• Positive and enthusiastic</li> <li>• Organised</li> <li>• Resourceful</li> <li>• Resilient</li> <li>• Actively support (and be a role model for) our school values.</li> </ul>	Application Form Interview & interview task, lesson observation and references
<b>Commitment to and awareness of Equal opportunities issues</b>	<ul style="list-style-type: none"> <li>• Proven ability to demonstrate awareness of the principles of and commitment to the promotion of equality of access and opportunity for children, to overcoming obstacles/barriers to this and to review practices which are counter to it.</li> </ul>	Application Form, interview, lesson observation and references
<b>Commitment to and the promotion of Health &amp; Safety at work</b>	<ul style="list-style-type: none"> <li>• Proven ability to demonstrate commitment to the promotion of safe working practices and the provision of a safe learning environment for pupils</li> <li>• Proven ability to develop strategies for risk assessment and to evaluate risk to oneself and to others and to take appropriate action</li> </ul>	Application Form, interview, lesson observation and references

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people;
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- Emotional resilience in working with challenging behaviours; and
- Attitudes to use of authority and maintaining discipline.

**If you are shortlisted, any relevant issues concerning safeguarding children arising from your references will be discussed with you at interview.**