**ELLINGHAM CE AIDED FIRST SCHOOL**

**PERSON SPECIFICATION**

**Class Teacher**

This person specification should be read in conjunction with the latest School Teachers’ Pay and Conditions Document. It may be modified by the Head teacher, with your agreement, to reflect or anticipate changes in the job, commensurate with the salary and job title.

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| **Key Areas** | **Essential/**  **Desirable** | **Method of Assessment Interview, Application Form, Assessment Exercises, References** |
| 1. **Qualifications** | | |
| * Qualified Teacher Status | E | Application Form |
| * Degree status | E | Application Form |
| * Evidence of participation in further professional development or study | D | Application Form. Interview |
| 1. **Experience** | | |
| * Recent teaching experience within KS2, across the primary Curriculum | E | Application Form, Interview, References |
| * Experience of working in more than one key stage / year group | D | Application Form, Interview, References |
| * Experience of administering statutory tests and assessment | D | Application Form, Interview, References |
| * Experience of working with multi-agency teams | D | Application Form, Interview, References |
| * Working in a school with mixed-aged classes/flexible pupil groupings | D | Application Form, References |
| **(iii) Ability to work within a professional team and to develop and promote the school’s ethos and values within the Primary Phase** | | |
| * Evidence of high quality teaching and learning | E | Application Form, References, Lesson Observation |
| * Evidence of class based teaching within the Primary School age range | E | Application Form, References, Lesson Observation |
| * Able to support the school’s Christian ethos | E | Application Form, Interview, References |
| * Evidence of effective planning to meet needs of all groups of pupils | E | Application Form, Interview, References |
| * Knowledge of the Primary National Curriculum | E | Application Form, Interview, References |
| * Demonstrates high expectations of self and others’ in all aspects of school life | E | Application Form, Interview, References |
| * Prioritises improving standards and achievement for all groups of pupils and demonstrates significant impact on pupil outcomes. | E | Application Form, Interview, References |
| * Relates to and motivates pupils through an understanding of their needs | E | Application Form, Interview, References |
| * Works well within and contributes to team development | E | Interview, References |
| * Outstanding classroom and positive behaviour management | E | Interview, References, Lesson Observation |

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| * Evidence of a commitment to the equalities agenda | E | Application Form, Interview, References |
| **(iv) Ability to Lead** | | |
| * Be a professional role model | E | Application Form, Interview |
| * Respond effectively and efficiently to daily challenges, making decisions on the basis of sound judgement | E | Application Form, Interview |
| * Experience in using pupil tracking and assessment information to accelerate pupil progress and fully inform next steps of learning | E | Application Form, Interview, Lesson Observation |
| * Experience of identifying need, leading initiatives and evaluating impact of improvements. | D | Application Form, Interview |
| * Experience of subject leadership | D | Application Form, Interview |
| * Clear vision for the future of education and able to think strategically, to identify opportunities for future developments and improvements. | D | Application Form, Interview |
| **(v) Ability to Communicate Clearly** | | |
| * Good written and oral communication skills | E | Assessment Process, Interview |
| * Good presentational and IT skills | E | Assessment Process, Interview |
| **(vi) Personal Qualities** |  |  |
| * Hard working, flexible, enthusiastic, determined and resilient | E | Application Form, Interview |
| * Able to develop positive and effective relationships with pupils, parents, staff and outside agencies | E | Interview |
| * Able to work under pressure and recognise and manage stress | E | Application Form, Interview |
| * Ability to use and act on initiative whilst a true team player | E | Application Form, Interview |
| * Able to reflect on own practice and take responsibility for own professional development and well-being – seeking and providing support within the team. | E | Application Form, Interview |
| * Have a ‘can do’ approach that supports high expectations of self and others | E | Application Form, Interview |
| * Sense of humour and fun | E | Application Form, Interview |