

## Person Specification – Class Teacher

### Part A: Application Stage

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

#### Essential

|    |   |
|----|---|
| 1  | A DCSF recognised and relevant teaching qualification.  |
| 2  | Evidence of outstanding teaching in primary school.   |
| 3  | A good, up to date knowledge and understanding of the primary curriculum.   |
| 4  | Experience of using assessment for learning and data analysis to improve standards of attainment.                 |
| 5  | Experience of working collaboratively as part of a team.  |
| 6  | A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies. |
| 7  | Ability to engage and extend pupils of all abilities.   |
| 8  | Good written communication skills   |
| 9  | Evidence of appropriate, relevant and on-going professional development and training.                             |
| 10 | Excellent ICT skills, including classroom applications.   |

#### Desirable

|    |   |
|----|---|
| 10 | Other interests / expertise that would benefit learners and the school. |
| 11 | A willingness to contribute to extra-curricular activities.             |

### Part B: Assessment Stage

Items 1 - 8 of the application stage criteria and the criteria below will be further explored at the assessment stage:

#### Essential

|   |  |
|---|--|
| 1 | Excellent primary practitioner with high expectations.   |
| 2 | An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress. |
| 3 | Ability to create an effective, stimulating learning environment.  |

|   |   |
|---|---|
| 4 | Able to communicate effectively with children, young people, staff and parents/carers.  |
| 5 | Demonstrate a positive attitude and high levels of motivation.  |
| 6 | Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well-being. |
| 7 | Able to plan, organise, prioritise and manage time effectively.   |
| 8 | Good verbal and interpersonal skills.   |

### Desirable

|   |   |
|---|---|
| 9 | Other interests / expertise that would benefit learners and the school. |
|---|---|

The following methods of assessment will be used:

| Method             |     | Method                            |     |
|--------------------|-----|-----------------------------------|-----|
| Interview          | Yes | Presentation                      | Yes |
| Lesson Observation | Yes | Structured discussion with pupils | Yes |

### Part C: Additional Requirements

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

|   |  |
|---|--|
| 1 | Enhanced Certificate from the Disclosure 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 | Qualified teacher Status (or pending)  |
| 5 | Two references from current and previous employers (or education establishment if applicant not in employment) |
| 6 | Medical clearance  |