

**Redcar & Cleveland Borough Council  
Lakes Primary School**

**PERSON SPECIFICATION – CLASSROOM TEACHER**

<b>ESSENTIAL</b>				<b>DESIRABLE</b>		
	<b>Criteria No.</b>	<b>ATTRIBUTE</b>	<b>Stage Identified</b>	<b>Criteria No.</b>	<b>ATTRIBUTE</b>	<b>Stage Identified</b>
<b>Qualifications &amp; Education</b>	E1	Qualified Teacher Status (QTS)	AF/C	D1	Degree or equivalent with at least 2 years teaching experience	AF/C
<b>Experience &amp; Knowledge</b>	E2	Knowledge of structure and content of National Curriculum	AF/I/R	D2	Qualified class teaching experience in Primary School	AF/I/R
	E3	Understanding & knowledge of current educational issues	AF/I/R	D3	Experience of working in different phases of Primary School	AF/I/R
	E4	A clear vision and understanding of the needs of Primary pupils including special needs	AF/I/R			
	E5	Experience of working successfully and co-operatively as a member of a team in a school	AF/I/R			
	E6	Evidence of commitment to raising achievement	AF/I/R			
<b>Professional Development</b>	E7	Attendance at recent and relevant training within the last two years	AF/I/R	D4	An active interest in staff development and willing to fully participate	AF/I/R
<b>Skills</b>	E8	Ability to communicate both orally and in writing to a wide range of audiences	AF/I/R/T			
	E9	IT Literate, capable of using MS Word/Excel and office packages	AF/I/R			
	E10	Ability to communicate effectively in Curriculum management – planning, delivery and assessment	AF/I/R			
	E11	Ability to demonstrate an understanding of curriculum planning, delivery and assessment	AF/I/R			

ESSENTIAL				DESIRABLE		
	Criteria No.	ATTRIBUTE	Stage Identified	Criteria No.	ATTRIBUTE	Stage Identified
<b>Personal Attributes</b>	E12	A committed, enthusiastic and hard working disposition	I/R	D5	Flexibility and adaptability in order to be able to work across age ranges and to mix and work with a wide range of people	AF/R/I
	E13	A caring and sensitive attitude towards pupils and parents	I/R			
	E14	High expectations of pupil's achievements	I			
	E15	Fully supportive reference	R			
	E16	Interest in working with children to promote their development and educational needs	AF/I/R			
	E17	Ability to form and maintain appropriate relationships and personal boundaries with children	AF/I/R			
	E18	Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community	AF/I/R			
<b>Special Requirements</b>	E19	Strategies understanding and knowledge of current issues in education.	AF/I/R			
	E20	Well-structured supporting letter, with correct grammar, spelling and punctuation	AF/C			
	E21	Suitability to work with children / Satisfactory Enhanced Disclosure	D			

Key – Stage identified	
AF	Application Form
C	Certificates
T	Tasks
P	Presentation
I	Interview
R	References
D	Disclosure

Issues arising from references will be taken up at interview. All appointments are subject to satisfactory references.