Bishop Ian Ramsey Primary School

PERSON SPECIFICATION FOR POST OF CLASS TEACHER

DURHAM LA IS COMMITTED TO SAFEGUARDING AND PROMOTING THE WELFARE OF CHILDREN AND YOUNG PEOPLE.***THIS POST IS SUBJECT TO SAFER RECRUITMENT MEASURES, INCLUDING AN ENHANCED DISCLOSURE& BARRING CHECK.***

**Key to show where criteria evidenced:** (R) Reference (A) Application (I) Interview (O) Observation

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** |
| **Application** | Fully supported in reference. (R)  Well written, structured and presented application. (A) |  |
| **Qualifications and Professional Development** | Qualified Teacher Status (A)  Degree or equivalent (A)  Evidence of continued and relevant professional development (A) | Further professional development (A) |
| **Experience** | Experience of planning and delivering lessons and units of work, which enable all children to make at least good progress, catering for individual needs, including children with SEN and children who are more able. (A) (R)  Evidence of Good or Outstanding teaching. (A) (R) | Experience of developing parental engagement to support children’s learning (A) |

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| **Skills and Abilities** | Ability to plan and deliver a rich, relevant, broad and balanced curriculum (A) (R)  Ability to analyse, interpret and act upon relevant class assessment data (A) (I) (R)  Ability to work as part of a team effectively (A) (I) (R)  Ability to develop excellent relations with all members of the school’s community, drawing on excellent inter-personal and communication skills. (A) (R) (I)  Ability to empathise with all children and to be firm, fair and consistent, building excellent relationships and promoting effective behaviour through positive behaviour management (A) (I) (R)  Ability to successfully plan for the use of Teaching Assistants to maximise impact on learning. (A) (I)  Ability to create an effective learning environment which supports, engages and enables children to develop independence and collaborative skills. (A) (I) (R).  Ability to lead and evidence of impact (A) (I) (R). | Ability to raise aspirations of pupils (A) |
| **Special Knowledge** | Secure knowledge of what good and outstanding teaching and learning looks like (I)  Knowledge of current safeguarding procedures and good practice (I) | Knowledge of a wide range of Special Educational Needs and effective strategies to support children with SEN (A) |
| **Personal Attributes** | Self- reflective, continually reflecting on own teaching to improve own practice (I) (R)  Responsive to feedback, challenge and support (A) (R)  Flexible and adaptable in approach (R)  Ability to inspire, motivate and engage pupils (R) (I)  Willingness to participate in the full life of the school, including developing extra-curricular activities. (A) (I)  A willingness to contribute to the full life of the school and promote the Christian values, ethos and vision of the school is essential. (A) (I) | Outside interests (A) (I)  Willingness to work in partnership with other staff, schools, key agencies and organisations. (A) (I) |
| **Professional philosophy and commitment** | Commitment to promoting equal opportunities and meeting the educational, social and emotional needs of all children (A) (R) (I)  Commitment to high standards and continuous improvement (A) (I) (R) |  |