

Grange Primary School



PERSON SPECIFICATION FOR POST OF: Class Teacher

DATE COMPILED: April 2018

HARTLEPOOL BOROUGH COUNCIL 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 Process

CATEGORY	ESSENTIAL	DESIRABLE
Application	Fully supported in reference. (R) Well written, structured and presented application. (A)	
Qualifications	Qualified Teacher Status (A) Degree or equivalent (A)	
Work or other relevant experience	Experience of teaching in a primary school within the last 2 years (A) (R) Experience of planning and delivering a rich, relevant, broad and balanced curriculum/ appropriate sequences of lessons that meets all children's needs and enables excellent progress. (A) (R) Experience of providing effective and efficient feedback to children to support the next steps in their learning. (A) (R) Experience of working as part of a team, actively contributing and working effectively within it (R)	Experience of improving parental engagement to support children's learning (A) Experience of successfully planning for the use of Teaching Assistants to maximise impact on learning. (A) (R)

Skills, abilities, knowledge and competencies	<p>Secure knowledge of the current Early Years/ Primary National Curriculum and end of Key Stage statutory assessments (A) (I) (R)</p> <p>Ability to plan and deliver lessons, which enable all children to make excellent progress, catering for individual needs, including children with SEND and children who are more able, ensuring teaching strategies chosen are appropriate. (R) (I)</p> <p>Ability to provide effective feedback to children to improve their knowledge, skills and understanding (I)</p> <p>Ability to make accurate assessment judgments, actively engaging in moderation activities and using school agreed policies and practice (A) (R)</p> <p>Ability to develop excellent relations with all members of the school's community, drawing on excellent inter-personal and communication skills. (A) (R) (I)</p> <p>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)</p> <p>Ability to create an effective learning environment which supports, engages and enables children to develop independence, collaborative skills, positive attitudes to learning and fosters high standards. (A) (I) (R)</p> <p>Knowledge of current safeguarding procedures and good practice (I)</p>	<p>Knowledge of a wide range of Special Educational Needs and effective strategies to support children (A)</p> <p>Knowledge of barriers to learning and ways to overcome them. (A)</p>
Personal Attributes	<p>Self- reflective, continually reflecting on own teaching to improve own practice (I) (R)</p> <p>Responsive to feedback, challenge and support (A) (R)</p> <p>Flexible and adaptable in approach (R) (I)</p> <p>Ability to manage pressure effectively (R) (I)</p> <p>Ability to inspire, motivate and engage pupils (R) (I)</p> <p>Willingness to participate in the full life of the school, including developing extra-curricular activities. (A) (I) (R)</p>	<p>Outside interests (A) (I)</p>
Professional philosophy and commitment	<p>Commitment to promoting equality and diversity and to meeting the educational, social and emotional needs of all children (A) (R) (I)</p> <p>Commitment to high standards and continuous improvement (A) (I) (R)</p>	