

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.
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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
7	A good attendance record