

**ESH WINNING PRIMARY SCHOOL**

**CLASS TEACHER**

**PERSON SPECIFICATION AND CRITERIA FOR SELECTION**

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** | **EVIDENCE** |
| **APPLICATION** | * Fully supported in two references
* Well-structured supporting letter indicating vision and beliefs for effective

teaching and learning |  | Letter of application ReferencesInterview |
| **QUALIFICATIONS** | * Degree or equivalent
* QTS
 | * Additional relevant qualification/s
* Good GCSE and A levels
 | Letter of application Certificates |
| **EXPERIENCE** | * Record of good/outstanding teaching
* Experience in teaching in KS2
* Ability to demonstrate high standards of classroom practice
* Track record of actively promoting safeguarding procedures
* Proven effective teamwork
 | * Teaching in KS1
* Running extra-curricular activities
* Experience of subject co-ordination
 | ReferencesLetter of application Interview |
| **PROFESSIONAL DEVELOPMENT** | * Up to date record of CPD
* Up to date safeguarding training
 | * Evidence of on-going professional development
 | Letter of application Interview |
| **SKILLS** | * Ability to organise, manage and teach children successfully in order to maintain outstanding standards & to look for continuous improvement opportunities
* Ability to respond flexibly and sensitively to the differing needs of pupils
* Ability to communicate effectively in a variety of situations
* Ability to use ICT effectively both in classroom practice and for own professional work
* Effective curriculum management – planning, delivery and assessment
* Organisational ability
* Effective behaviour management strategies
 | * Evidence of targeted interventions to support individual or group learning needs
* Experience of working collaboratively with other agencies and education partnerships
 | Letter of application References Interview |
| **SPECIAL KNOWLEDGE** | * Detailed knowledge of structure and content of the current primary curriculum
* Clear vision and understanding of needs of primary pupils including SEN and MAT children
* Knowledge of effective use of assessment and analysis of data to ensure maintenance of high standards and at least good progress
* Use of marking, assessment and feedback to improve standards
* Understanding and knowledge of current issues in education
 |  | Letter of application References Interview |
| **PERSONAL ATTRIBUTES** | * The ability and drive to work independently and as part of a team
* The ability to demonstrate a creative, stimulating and innovative approach to teaching and learning which engages, motivates and challenges children
* Enthusiasm, flexibility, commitment and sensitivity
* The ability to build and sustain effective working relationships with staff, governors, parents and the wider community
* Have a high degree of self-motivation
 | * Willingness to take part in extracurricular activities
* An awareness of the wider professional role of teachers
 | Letter of application References Interview |