

**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 References  Interview |
| **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 | References  Letter 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 |