Person Specification –Class Teacher, Moorside Primary School

Part A: Application Stage
The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	A DfE recognised and relevant teaching qualification.
2	Able to design and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges, including personalising learning to meet individual needs.
3	Recent experience of teaching across either EYFS or Key Stage 1 or Key Stage 1 or Key Stage 2
4	A good knowledge and understanding of all primary subjects and the relevant statutory and non-statutory curricula/frameworks. This includes the changes to the national curriculum from September 2014.
5	Have ideas about how to make teaching the curriculum creative and fun.
6	A good, up-to-date working knowledge and understanding of teaching and learning.
7	Be committed to positive behaviour management strategies and inclusion.
8	Good written communication skills.
9	Evidence of a willingness to learn and develop skills through relevant and ongoing professional development and training or voluntary work.
10	To be able to demonstrate resilience.

Desirable

11	Other interests/expertise that would benefit learners and the school.
12	Knowledge of examination testing requirements.
13	Able to teach across the primary age range.

Part B: Assessment Stage
Items 1 - 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	An understanding and ability to set realistic and challenging targets and assess and review learners' progress.
2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Able to engage and motivate learners in the school environment.
4	Able to contribute to and support the development of the curriculum alongside experienced staff and leaders.
5	Have positive values, attitudes and have high expectations for learners.
6	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their wellbeing.

7	Displays commitment to the protection and safeguarding of children and young people.
8	Able to work collaboratively as a member of a team and contribute to the professional development of colleagues, including the sharing of effective practice.
9	Able to plan, organise prioritise and manage time effectively.
10	Good verbal and interpersonal skills.
11	Able to use ICT knowledge and skills in the learning environment.
12	Have positive values and attitudes and have high expectations for learners.

Desirable

13	A willingness and/or ability to teach across the primary age range.
14	Willing and able to contribute to extracurricular activities.
15	Willing and able to contribute to whole school development initiatives/school improvement planning / self-evaluation.

The following methods of assessment will be used:

Method		**Method**	
Formal Interview	Yes	Presentation	No
Lesson Observation	Yes	Task e.g. book scrutiny, planning task	Yes

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Identity checks
2	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
3	Additional criminal record checks if applicant has lived outside the UK
5	Prohibition check
5	DBS barred list check
6	Professional Registration/QTS check with the National College for Teaching and Leadership
7	Two references from current and previous employers (or education establishment if applicant not in employment)
8	Medical clearance
9	Safer Recruitment Declaration
10	Right to work in the UK