

**LOWERPLACE PRIMARY SCHOOL**  
**PERSON SPECIFICATION – CLASS TEACHER**

The Person Specification is an important part of the recruitment process. It should be read carefully as it will form the basis of shortlisting and ultimately, appointing the successful applicant. You must demonstrate therefore how you meet each of the following criteria in your application.

Criteria	Essential	Desirable	To be measured by
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of teaching in a primary setting</li> <li>• Ability to evidence a commitment to whole school improvement</li> </ul>		<ul style="list-style-type: none"> <li>• Application form/ interview/references</li> </ul>
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher status.</li> <li>• Active involvement in recent and relevant INSET/training.</li> <li>• Evidence of recent successful training (either in teaching practice or in post)</li> </ul>		<ul style="list-style-type: none"> <li>• Application form/ interview/references</li> </ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>• Excellent classroom practitioner with high expectations</li> <li>• Knowledge of appropriate curriculum for all pupils</li> <li>• Ability to plan curriculum delivery with flair and imagination, taking account of a wide range of pupils needs</li> <li>• Ability to demonstrate excellent use of ICT to support teaching and learning</li> <li>• Commitment to inclusive practice</li> <li>• Ability to demonstrate highly effective teaching to ensure good progress for all children</li> <li>• Ability to adapt teaching to respond to the strengths and needs of the children</li> <li>• Knowledge and experience of a range of teaching and learning styles and strategies</li> <li>• Ability to challenge children at all levels</li> <li>• A proven record of teaching impacting on children’s achievement</li> <li>• Ability to demonstrate what constitutes quality and high standards in learning and teaching</li> <li>• Awareness of health and safety/safeguarding issues and their implementation in the workplace</li> </ul>		<ul style="list-style-type: none"> <li>• Application form/ interview/references</li> </ul>
<b>Planning and Assessment</b>	<ul style="list-style-type: none"> <li>• Knowledge and experience of classroom planning procedures.</li> <li>• Make accurate and productive use of assessment.</li> <li>• Commitment to effective feedback and target setting for individual children and groups.</li> <li>• Ability to analyse data relating to the children you are directly responsible for.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge and experience of school development planning</li> </ul>	<ul style="list-style-type: none"> <li>• Application form/ interview/references</li> </ul>

	<ul style="list-style-type: none"> <li>• A working knowledge of strategies and techniques for raising pupils' attainment.</li> <li>• The ability to access and report upon the development, progress and attainment of pupils.</li> </ul>		
<b>Working with People</b>	<ul style="list-style-type: none"> <li>• Ability to communicate effectively with colleagues, pupils and parents, inspiring trust and confidence</li> <li>• Ability to work effectively as part of a team</li> <li>• To have the ability to lead, influence and motivate others</li> <li>• To have excellent time management skills and meet deadlines</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to establish positive relationships with the wider community.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form/ interview/references</li> </ul>
<b>Additional Factors</b>	<ul style="list-style-type: none"> <li>• Ability to lead a subject throughout the school</li> <li>• Efficient, well organised approach</li> <li>• A commitment to playing an active part in After School Activities</li> <li>• Manage behaviour effectively</li> <li>• The ability to converse at ease with customers and service users and provide advice in accurate spoken English is an essential requirement of this post.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to review and develop an aspect of the curriculum and contribute to its continuity</li> </ul>	<ul style="list-style-type: none"> <li>• Application form/ interview/references</li> </ul>
<b>Developing Self and Others</b>	<ul style="list-style-type: none"> <li>• Be willing to share learning and encourage others to do the same.</li> <li>• Listen to others and respond to their needs.</li> <li>• Strives for improvement and take responsibility for own development.</li> <li>• Be self-confident and lead by example.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of developing and training staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form/ interview/references</li> </ul>