**PERSON SPECIFICATION - CLASS TEACHER**

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|  | **CRITERIA** | **HOW ASSESSED** |
| **Education and Qualification** | * Qualified Teacher Status * Degree * Evidence of recent professional development | * Application |
| **Teaching and Learning** | * experience of teaching in Key Stage 2 with a willingness and ability to teach across the primary age range * Experience of using and apply effective assessment techniques * knowledge of, and experience of using, comparative data together with information about pupils’ prior attainment to establish benchmarks and set targets for improvement * Experience of deploying a range of strategies for raising pupils’ achievement * Experience of developing effective partnerships with parents * Experience of deploying a range of strategies which impact on raising standards through effective learning and teaching * Ability and willingness to assist in school improvement planning and self-evaluation * Experience and confidence to use ICT effectively for management and to positively impact on teaching and learning | * Application * Lesson Observation * Interview |
| **Leadership and Management** | * ability to construct an annual action plan which is effective in developing a subject/aspect and identifies strategies for raising the achievement of pupils * ability undertake subject/aspect audit and review. | * Application * Interview |
| **Skills and Abilities** | The ability to:   * set high expectations and standards as a role model for pupils * develop productive working relationships at all levels * inspire and motivate pupils and staff * work as part of a team * when appropriate plan and deliver relevant training * seek advice and support where necessary * communicate and work effectively with all stakeholders and the wider community * prioritise, plan and organise specific tasks * sustain their successful teaching; * think creatively * to anticipate and solve problems * listen to, and understand the views of others * communicate effectively, orally and in writing (including the ability to use ICT), to a range of audiences * consult and negotiate to achieve specific objectives * contribute to meetings where appropriate * maintain good communication systems with the Head, Senior Leadership Team, other staff, Governors and parents | * Application * Lesson Observation * Interview |
| **Work Circumstances and Personal Qualities** | * ability to prioritise and manage own time effectively * ability to work consistently to deadlines, setting and achieving challenging but realistic goals * ability to accept guidance and support and take responsibility for own professional development * show a commitment to meet all the demands of the job, in line with current terms and conditions of employment * show commitment to educational inclusion * show a commitment to and an understanding of the diverse and multi-cultural nature of the school and community | * Interview |