**PERSON SPECIFICATION - CLASS TEACHER**

|  |  |  |
| --- | --- | --- |
|  | **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
 |