

# PERSON SPECIFICATION

|                                                                                                                                                                                                                                                                                                            |                                |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|
| <b>Post Title:</b>                                                                                                                                                                                                                                                                                         | <b>CLASS TEACHER (Primary)</b> |
| <b>Department:</b>                                                                                                                                                                                                                                                                                         | Education                      |
| <b>This post is subject to the current conditions of employment of teachers contained in the School Teachers' Pay and Conditions Document, the Education Act 1997, the required standards for Qualified Teacher Status, other current educational legislation and the school's articles of government.</b> |                                |

| <b>Factor</b>                                 | <b>Essential</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>Desirable</b>                                                                | <b>Ascertained by</b>                    |
|-----------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|------------------------------------------|
| Qualifications                                | Qualified Teacher Status                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Evidence of continuous INSET and commitment to further professional development | Application form<br>Documentary Evidence |
| Experience                                    | A proven track record of recent and successful class teaching in mixed ability classes of primary age (or of successful training for NQTs)                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                 | Application form<br>Documentary Evidence |
| Knowledge & Understanding Relevant To The Job | <p>To have a clear understanding of the National Curriculum and its application;</p> <p>A knowledge of strategies that enable the teacher to teach mixed ability pupils within the same class and provide work which is differentiated to cater for the entire ability range;</p> <p>Knowledge and understanding of Primary Curriculum and its application;</p> <p>To be able to develop a creative curriculum;</p> <p>To motivate and inspire pupils;</p> <p>An understanding and ability to work as part of a team;</p> <p>The theory and practice of</p> | Knowledge of the links between schools, especially partner schools.             | References<br>Interview                  |

|                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                            |                                                                                                         |
|--------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
|                    | <p>providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies);</p> <p>The monitoring, assessment, recording and reporting of pupils' attainment and progress;</p> <p>The statutory requirements of legislation concerning Equal Opportunities, Health &amp; Safety, SEN and Child Protection.</p>                                                                                                                                                                                                                                                                                                                                                                                     |                                                            |                                                                                                         |
| Communication      | The ability to communicate effectively in a verbal and written form to a range of audiences.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                            |                                                                                                         |
| Skills & Aptitudes | <p>The ability to teach a wide range of subjects across the primary age range.</p> <p>To be able to use effectively a variety of teaching and organisational styles and resources including ICT.</p> <p>A willingness to work throughout the Primary School.</p> <p>To have the ability to develop and maintain good professional relationships and contribute positively to curriculum development.</p> <p>Ability to set high standards and provide a role model for staff and pupils.</p> <p>Ability to deal sensitively with people and resolve conflicts.</p> <p>Ability to work with and deploy staff and resources effectively. Promote the school's aims positively, and use effective strategies to monitor motivation and morale;</p> | Ability to develop strategies for creating community links | <p>Application form</p> <p>References</p> <p>Interview</p> <p>Specific Qualifications or Experience</p> |

|             |                                                                                                                                                                                                                                          |  |                                                            |
|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------------|
|             | <p>Develop good personal relationships within a team;</p> <p>Establish and develop close relationships with parents, governors and the community;</p> <p>Create a happy, challenging and effective learning environment.</p>             |  |                                                            |
| Disposition | <p>Passionate about Teaching and Learning</p> <p>Committed to raising the levels of achievement of children of all abilities</p> <p>Able to work as part of a team</p> <p>Willingness to be involved in the wider life of the school</p> |  | <p>Application form</p> <p>References</p> <p>Interview</p> |