

**Person Specification: Class Teacher – MP1 to MP4**

	<b>Essential</b>	<b>Desirable</b>
<p><b>Qualifications</b></p> <p>Evidenced in:</p> <ul style="list-style-type: none"> <li>• application form</li> </ul>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status (QTS)</li> <li>• Evidence of recent, relevant professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Training or experience in mixed-age teaching</li> <li>• Phonics training or KS2 curriculum specialisms</li> </ul>
<p><b>Experience</b></p> <p>Evidenced in:</p> <ul style="list-style-type: none"> <li>• letter of application</li> <li>• interview</li> <li>• portfolio/presentation</li> </ul>	<p>The Class Teacher must have experience of:</p> <ul style="list-style-type: none"> <li>• Successful teaching experience in a primary setting (placements count for ECTs)</li> <li>• Experience planning and delivering high-quality learning for varied needs, including SEND and disadvantaged pupils</li> <li>• Safeguarding</li> </ul>	<p>In addition, the Class Teacher might have experience of:</p> <ul style="list-style-type: none"> <li>• Working in partnership with parents.</li> <li>• Working with children with specific SEND issues such as ADHD or Dyslexia.</li> <li>• Experience teaching mixed-age classes</li> <li>• Experience in a Church of England or values-led school</li> </ul>
<p><b>Knowledge and understanding</b></p> <p>Evidenced in:</p> <ul style="list-style-type: none"> <li>• application form</li> <li>• lesson observation</li> <li>• interview</li> </ul>	<p>The Class Teacher must have knowledge and understanding of:</p> <ul style="list-style-type: none"> <li>• Secure understanding of KS1 National Curriculum</li> <li>• Strong knowledge of effective classroom practice and adaptive teaching</li> <li>• Understanding of assessment for learning</li> <li>• Strong safeguarding awareness</li> <li>• Understanding of inclusive and SEND provision</li> <li>• Classroom management</li> <li>• The monitoring, assessment, recording and reporting of pupils' progress.</li> <li>• What constitutes quality and high standards in learning within teaching and how to sustain this.</li> <li>• The positive links necessary within school and with all its stakeholders</li> </ul>	<p>In addition, the Class Teacher might also have knowledge and understanding of:</p> <ul style="list-style-type: none"> <li>• Assessment tasks including curriculum tests.</li> <li>• The links between schools and other agencies.</li> <li>• Partner school and network meetings / activities including cross phase activities that enhance provision</li> <li>• Understanding of how Christian values support school ethos and practice – SIAMS inspections</li> <li>• Ofsted inspections</li> <li>• An understanding of relevant legislation and educational developments.</li> <li>•</li> </ul>

<p><b>Skills</b></p> <p>Evidenced in:</p> <ul style="list-style-type: none"> <li>• letter of application</li> <li>• lesson observation</li> <li>• interview</li> </ul>	<p>The Class Teacher will be able to:</p> <ul style="list-style-type: none"> <li>• Ability to create an engaging, well-organised learning environment</li> <li>• Strong behaviour management rooted in relationships and respect</li> <li>• Clear communication with pupils, staff and families</li> <li>• Ability to work collaboratively in a small-school team</li> <li>• Good time-management and organisation</li> <li>• Confident use of IT</li> <li>• Promote the school's aims positively and use effective strategies to monitor pupil motivation and morale.</li> <li>• Establish and develop close relationships with parents, governors and the community.</li> </ul>	<p>In addition, the Class Teacher might also be able to:</p> <ul style="list-style-type: none"> <li>• Subject leadership skills (present or potential)</li> </ul>
<p><b>Personal characteristics</b></p> <p>Evidenced in:</p> <ul style="list-style-type: none"> <li>• letter of application</li> <li>• interview</li> </ul>	<p>The Class Teacher should be able to demonstrate the following personal qualities through the application and interview processes:</p> <ul style="list-style-type: none"> <li>• The ability to work within and promote the distinctively Christian ethos of the school.</li> <li>• Warm, nurturing and committed to every child's wellbeing</li> <li>• High expectations for all learners</li> <li>• Flexible and adaptable to small-school context</li> <li>• Hardworking, with high expectations of themselves and their professional standards.</li> <li>• Committed to CPD.</li> <li>• Able to work both independently and as part of a team.</li> <li>• Able to plan and resource effective interventions to meet curricular objectives.</li> <li>• Driven and energetic.</li> </ul>	<p>The successful candidate may also be:</p> <ul style="list-style-type: none"> <li>• Committed to the value and promotion of their subject.</li> <li>• Dedicated to promoting their professional development, and that of others.</li> <li>• Able to promote good behaviour consistently.</li> <li>• Able to plan and take control of situations.</li> <li>• Committed to contributing to the wider school and its community.</li> <li>• Able to effectively promote the school's ethos and vision.</li> <li>• Capable of handling a demanding workload and successfully prioritising work.</li> <li>• Professionally assertive and clear thinking.</li> </ul>