

Person Specification

This table lists the essential and desirable requirements needed in order to perform the job effectively.

Candidates will be shortlisted based on the extent to which they meet these requirements.

Essential: Requirements without which the job could not be done.

Desirable: Requirements that would enable the candidate to perform the job well.

Evidence: **A** = Application Form, **I** = Interview, **R** = Reference.

	Essential	Desirable	Evidence
Qualifications and Professional Development			
Degree	X		A
Qualified Teacher Status	X		A
Evidence of continuous INSET and commitment to further professional development		X	R
GCSE or equivalent in English and Maths	X		A
Experience			
Working with children	X		A,R
Working as part of a team to achieve objectives	X		A
The ECT should have experience of teaching successful placements	X		A,R
In addition the ECT might have experience of: Teaching across the whole primary age range		X	A,R
Working in partnership with parents		X	A,I
Professional Knowledge and Understanding			
To have a clear understanding of the National Curriculum and its application	X		R,I
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	X		R,I
Knowledge and understanding of the Primary Curriculum and its application	X		RI

To be able to develop a creative curriculum	X		R,I
To motivate and inspire pupils	X		R,I
An understanding and ability to work as part of a team	X		R,I
The theory and practice of providing effectively for the individual needs of all children (e.g. Classroom organisation and learning strategies)	X		R,I
The monitoring, assessment, recording and reporting of pupils' attainment and progress	X		R,I
The Statutory requirements of legislation concerning Equal Opportunities, Health and Safety, SEN and Child Protection	X		R,I
The positive links necessary within school and with all its stakeholders	X		R,I
Effective teaching and learning styles	X		R,I
Ability to deal in a calm and confident manner with behavioural issues	X		R,I
Ability to work with children from a wide range of social and cultural backgrounds.	X		A,R
Personal Skills and Attributes			
To be able to use effectively a variety of teaching and organisational; styles and resources including ICT	X		A,R,I
The ability to teach a wide range of subjects	X		A,R,I
A willingness to work throughout the Primary School	X		A,R,I
To have the ability to develop and maintain good professional relationships and contribute positively to curriculum development	X		A,R,I
Ability to set high standards and provide a role model for staff and pupils	X		A,R,I
Ability to deal sensitively with people and resolve conflicts	X		A,R,I
Ability to work and deploy staff and resources effectively	X		A,R,I
Promote the school's aims positively, and use effective strategies to monitor motivation and morale	X		A,R,I
Develop good personal relationships within a team	X		A,R,I

Establish and develop close relationships with parents, governors and the community	X		A,R,I
Passionate about Teaching and Learning	X		A,R,I
Displays warmth, care and sensitivity in dealing with children	X		A,R,I
Open minded, self-evaluative and adaptable to changing circumstances and new ideas	X		A,R,I
Able to enthuse and reflect upon experience	X		A,R,I
Willingness to be involved in the wider life of the school	X		A,R,I
Ability to prioritise	X		A,R,I
Good interpersonal/communication skills	X		A,R,I
Create a happy, challenging and effective learning environment	X		A,R,I
Ability to have positive interactions with adults and children of all ages	X		,R,I
Able to maintain confidentiality at all times about school issues, within school and in the wider community.	X		R,I
Ability to deal effectively with minor accidents and injuries	X		R,I
Other			
A willingness to promote the ethos of the school	X		A
Commitment to the School's Equal Opportunities Policy and Acceptance	X		A
The ability to communicate effectively in a verbal and written form to a range of audience	X		R,I
In addition, the Class Teacher might also have knowledge and understanding of: The links between schools especially partner schools	X		R,I