

**Gainford C of E Primary School**  
**POST OF CLASS TEACHER - PERSON SPECIFICATION AND CRITERIA FOR SELECTION**

<b>CATEGORY</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>METHOD OF ASSESSMENT</b>
<b>APPLICATION &amp; WORK RELATED REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>Fully supported by two references</li> <li>A clear enhanced DBS check</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of positive impact on standards and learning</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>References</li> </ul>
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>Degree in subject relevant to the Primary National Curriculum + PGCE (4-11); BA (Primary education) or equivalent.</li> </ul>		<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> </ul>
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>High standards of classroom management and practice</li> <li>Experience of using ICT effectively both in curriculum planning and teaching</li> <li>Experience of using assessment to inform planning and measure the progress of pupils against National expectations</li> <li>Experience of planning engaging activities for a range of abilities</li> <li>Experience of working with children with SEND</li> </ul>	<ul style="list-style-type: none"> <li>Successful teaching experience in KS1 &amp; KS2</li> <li>Understanding/experience of delivering synthetic phonics approach to teaching reading</li> <li>Leading whole school events or assemblies</li> <li>Experience teaching a mixed age class</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>References</li> <li>Interview</li> </ul>
<b>PROFESSIONAL DEVELOPMENT</b>	<ul style="list-style-type: none"> <li>Committed to developing professional skills and knowledge through CPD</li> <li>Experience of attending training/CPD which had a measured impact upon their classroom practice</li> <li>Evidence of using targets during training to inform and develop their practice</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of strong subject leadership</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>References</li> <li>Interview</li> </ul>
<b>SKILLS</b>	<ul style="list-style-type: none"> <li>Good oral and written communication skills with all stakeholders &amp; professionals</li> <li>Ability to create a rich and safe learning environment for all pupils</li> <li>Organisational ability</li> <li>Team player</li> <li>Evidence of effective behaviour management</li> <li>Ability to plan and deliver engaging, creative lessons</li> <li>Be able to plan for progressive learning in lessons building on pupil's prior knowledge and attainment</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of the development of a subject specialism</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>References</li> <li>Interview</li> </ul>
<b>KNOWLEDGE &amp; UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>Detailed knowledge of National Curriculum and assessment without levels</li> <li>Understanding of current relevant issues in Education</li> <li>Use clear strategies to maximise progress and achievement for all children, including pupils with SEND, EAL and Gifted &amp; Talented</li> <li>Good understanding of safeguarding and e-safety</li> <li>Sound knowledge of ICT</li> </ul>		<ul style="list-style-type: none"> <li>Application</li> <li>References</li> <li>Interview</li> </ul>
<b>PERSONAL ATTRIBUTES</b>	<ul style="list-style-type: none"> <li>Demonstrates enthusiasm and sensitivity working with others</li> <li>Innovative, stimulating approach</li> <li>Caring attitude to pupils and parents</li> <li>Evidence of ability to build and sustain effective working relationships with staff, academy councillors, parents and others</li> <li>Flexible and professional approach to teaching</li> </ul>	<ul style="list-style-type: none"> <li>Ability to initiate and manage change</li> <li>Evidence of ability to build and sustain good working relationships with parents, academy councillors, staff, pupils and wider community</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>References</li> <li>Interview</li> </ul>

**Successful appointment will be subject to the successful completion of an enhanced DBS disclosure check.**