**Person Specification - Primary Class Teacher**

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| **1. INTRODUCTION** | | | | | |
| **1.1** | **Post** | Class Teacher | | | |
| **Knowledge** | | | **E = Essential**  **D = Desirable** | | **Identified by**  **I – Interview**  **A – Application**  **T - Task** |
| **2.1** | Principles, practice and pedagogy of primary education | | E | | A |
| **2.2** | Strategies to raise pupil achievement | | E | | A/I/T |
| **2.3** | Understanding of the National Curriculum and assessment | | E | | I |
| **2.4** | Knowledge of local and national policies, priorities and statutory frameworks | | E | | I |
| **2.5** | Specialist knowledge in one or more areas of the curriculum (Phonics) | | D | | A/I/T |
| **2.6** | Understanding of inclusion | | E | | A/I |
| **2.10** | Knowledge and understanding of Safeguarding and Child Protection issues | | E | | A/I |
| **Skills and Abilities** | | | **E = Essential**  **D = Desirable** | | **Identified by** |
| **3.1** | Ability to relate to and work with others as a member of a team towards a common purpose | | E | | I/T |
| **3.2** | Is an outstanding teacher | | E | | A/I/T |
| **3.3** | A willingness to learn and develop new skills | | E | | A/I |
| **3.4** | Ability to work with children at all levels regardless of specific individual need | | E | | A/I |
| **3.5** | Excellent written and oral communication skills skills | | E | | A/I |
| **3.6** | Ability to provide effective feedback which helps raise pupil achievement | | E | | A/I |
| **3.7** | Ability to lead a subject(s) | | D | | A/I/T |
| **3.8** | Able to contribute to extra-curricular activities | | D | | A/I |
| **3.9** | Enthusiastic, positive, approachable, accessible and flexible | | E | | I/T |
| **3.10** | An ability to fulfil all spoken aspects of the role with confidence through the medium of English. | | E | | A/I/T |
| **Experience** | | | | **E= Essential**  **D=Desirable** | **Identified by** |
| **3.8** | Teaching experience across more than one key stage | | D | | A |
| **3.9** | Experience of using assessment data to improve teaching | | E | | A/I |
| **3.10** | Experience of leading a subject/area | | D | | A |
| **3.11** | Experience of working with and/or developing links with parents and/or the wider community | | D | | A/I |
| **3.12** | Experience of involvement and commitment to all aspects of school life | | E | | A/I |
| **Qualifications and Training** | | | **E= Essential**  **D=Desirable** | | **Identified by** |
| **4.1** | DfE recognised Qualified Teacher Status | | E | | A |
| **4.2** | Post Graduate Qualification related to teaching | | D | | A |
| **4.3** | Evidence of recent, significant, relevant professional development | | E | | A |
| **Professional Values and Practice** | | | **E= Essential**  **D= Desirable** | | **Identified by** |
|  | Must be able to demonstrate all of the following: | |  | |  |
| **6.1** | High expectations of all pupils; respect for their social, cultural, linguistic, religious and ethnic backgrounds; and commitment to raising their educational achievements | | E | | I/A |
| **6.2** | Ability to build and maintain successful relationships with pupils, treat them consistency, with respect and consideration, and demonstrate concern for their development as learners | | E | | I/A/T |
| **6.3** | Demonstrate and promote the positive value, attitudes and behaviour they expect from the pupils with whom they work | | E | | I/T |
| **6.4** | Ability to work collaboratively with colleagues, and to lead and support staff to further enable them to carry out their role effectively | | E | | A/I |
| **6.5** | Able to liaise sensitively and effectively with parents and carers recognising role in pupils’ learning | | E | | A/I |
| **6.6** | Able to improve their own practice through observations, evaluation and discussion with colleagues | | E | | I |
| **6.7** | Demonstrate a commitment to the Safeguarding and Welfare of pupils in line with school policies and procedures. | | E | | A/I |