

## Personnel Specification - Class Teacher

Attributes	Essential	Desirable	How Identified
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Experience of teaching children in a Primary School classroom.</li> <li>• Experience of working as part of a team.</li> <li>• Experience of working with parents and the community.</li> </ul>	<ul style="list-style-type: none"> <li>• Leading and coordinating Early Years/Foundation Stage or an area of the curriculum.</li> <li>• Leading and developing initiatives across school.</li> <li>• Experience of monitoring and evaluating curriculum provision and developing an action plan.</li> <li>• Experience of working with children with SEND.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• References</li> <li>• Observation</li> <li>• Interview</li> </ul>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Recognised DfE teaching qualification.</li> <li>• Qualified Teacher Status.</li> </ul>	<ul style="list-style-type: none"> <li>• Specialist qualifications relevant to the advertised job.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• References</li> <li>• Interview</li> </ul>
<b>Training</b>	<ul style="list-style-type: none"> <li>• Evidence of appropriate in-service training relevant to the job description.</li> <li>• Recent and relevant training in Phonics and Maths.</li> <li>• Commitment to continued professional development.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of relevant training within a school setting. E.g. Read Write Inc, Mastery approach to Maths.</li> <li>• Eagerness and willingness to develop own professional skills through training.</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• References</li> <li>• Assessment</li> <li>• Interview</li> </ul>

<p><b>Physical</b></p>	<ul style="list-style-type: none"> <li>• Good health enabling appropriate attendance.</li> <li>• A positive outlook and the personal resilience to support children and families.</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• References</li> <li>• Interview</li> </ul>
<p><b>Knowledge and Skills</b></p>	<ul style="list-style-type: none"> <li>• Up to date knowledge of the Early Years Foundation Stage Curriculum.</li> <li>• Awareness of the characteristics of learning and the needs of young learners.</li> <li>• Knowledge and understanding of the principles underpinning inclusion and equality of opportunity.</li> <li>• Good communication skills.</li> <li>• Ability to relate well to pupils and adults.</li> <li>• Demonstrate good co-operative, interpersonal and effective listening skills.</li> <li>• Ability to work constructively as part of a team.</li> <li>• De-escalation skills.</li> <li>• Ability to remain calm under pressure.</li> <li>• An understanding of the issues relating to pupils who have complex SEMH and learning needs.</li> <li>• Be a role model for pupils in own behaviour and professional conduct.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of assessing children against the end of EYFS statutory assessment.</li> <li>• Experience of moderating assessments with colleagues.</li> <li>• Up to date knowledge of the National Curriculum.</li> <li>• Experience of using relevant school based software E.g. Smart Notebook, CPOMs</li> <li>• Experience of promoting opportunities for pupils to develop their learning muscles through Building Learning Power</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• Letter of application</li> <li>• References</li> <li>• Interview</li> </ul>

	<ul style="list-style-type: none"><li>• Knowledge and practical experience of behaviour management.</li><li>• Maintain confidentiality in matters relating to the school, its pupils, parents or carers.</li><li>• Secure ICT skills.</li><li>• Ability to work independently and to use initiative.</li><li>• Knowledge and practical experience of child protection.</li><li>• Highly motivated to reflect and improve on own practice.</li><li>• Model a 'growth mindset'.</li><li>• Knowledge of relevant school procedures or practices.</li><li>• Ability to perform all duties and tasks with reasonable adjustments where necessary.</li><li>• Ability to cope with the requirements of the post, which may include working with pupils who have emotional/ behavioural/physical difficulties.</li><li>• In line with the Immigration Act 2016; you should be able to demonstrate fluency of the English Language at an Intermediate Threshold Level.</li><li>• Ability to adapt planning to meet the needs of individual children.</li><li>• Good management and</li></ul>		
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	<p>organisational skills.</p> <ul style="list-style-type: none"> <li>•</li> </ul>		
<b>Personal Circumstances</b>	<ul style="list-style-type: none"> <li>• Able to commit to working in accordance with the Teacher's terms and conditions including those set out in 1265.</li> <li>• Able to attend staff meetings/training days as required by the school.</li> <li>• Willingness to contribute to the wider life of the school.</li> </ul>		<ul style="list-style-type: none"> <li>• Application form</li> <li>• References</li> <li>• Interview</li> </ul>