



Kirkham and Wesham Primary School

Person specification

Person Specification Form			
Job title: Class Teacher		Grade : Main Scale/UPS	
Requirements		Essential (E) Desirable (D)	To be identified by Application Form (AF), Reference (R), Observation (O), Interview (I)
Qualification or Training	Degree or equivalent	E	AF
	Qualified Teacher Status	E	AF
	Recent relevant safeguarding training	D	AF
	Successful completion of NQT period	D	AF
Experience of teaching & Subject leadership	Experience of Teaching across the primary age range	E	AF/I
	Working with teaching assistants and deploying effectively to support teaching and learning.	E	AF/I
	Engaging and working with parents and the wider community.	E	AF/I
	Secure knowledge and understanding of the National Curriculum.	E	AF/ I/ O/R
	Must be able to demonstrate experience of effecting change in teaching and learning or in the curriculum at classroom level	E	AF/I
	Must be able to demonstrate experience of effecting change in a curriculum area at whole school level	D	AF/I
	Must be able to demonstrate a proven track record of raising attainment	D	AF/I
Teaching & Assessment,	Have high expectations of pupils	E	AF/ I/ O/R
	Engage, motivate and interest learners	E	AF/ I/O
	Excellent classroom management and organisation	E	AF/ I/O
	Plan sequences of lessons with clearly differentiated learning objectives,	E	AF/ I
	linked to prior attainment which meet the needs of all learners including: SEND, EAL and disadvantaged		

	Use a range of strategies to provide feedback to pupils	E	AF/I/O
	Closely assess, track, record and report pupil's progress	E	AF/I
Professional Development	Take responsibility for personal professional development and use the outcomes to support teaching and learning	E	AF/ I
	Support and implement an initiative or development plans in school	E	AF/I
	Take responsibility for curriculum areas as designated by Head teacher if and when required.	E	AF/I
	Have undertaken, or are willing to undertake, relevant training eg First Aid/Safeguarding	E	AF/I
Skills/ Knowledge	Promote the school's vision and values and use effective strategies to implement them	E	AF/I
	Develop good personal relationships within a team	E	AF/I
	Ability to work in close partnership with the wider team	E	AF/I
	Establish and develop close relationships with parents, governors and the community	E	AF/I
	Create a challenging, effective and happy learning environment	E	AF/I/O
	Effective management of classroom behaviour and work as a team member to promote good behaviour across the school	E	AF/I/O
	To understand and be responsive to the needs of individual children	E	AF/I/O
	Excellent written and oral communication	E	AF/I
	Willingness to work within the guidelines set out by agreed school policies	E	AF/I
	Ability to manage time and tasks effectively	E	AF/I
	Ability to meet deadlines	E	AF/I
	Have a commitment to and participate in the wider life of the school, including extra-curricular activities	E	AF/I

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	Demonstrate an understanding of and commitment to safeguarding and child protection	E	AF/I
Personal Skills & Attributes	Self-motivated	E	AF/I/ O/R
	Well-organised	E	AF/I/ O/R
	Flexible and approachable	E	AF/I/ O/R
	High expectations of self and others	E	AF/I/ O/R
	Warmth and passion for working with children - motivating, nurturing and challenging them to achieve their best	E	AF/I/ O/R
	Adaptability to changing circumstances and new ideas	E	AF/I/ O/R
Confidential References	References should provide a level of support for relevant professional and personal knowledge, skills and abilities referred to above	E	R
	Positive recommendation from current or most recent employer	D	R
	Good health and attendance record	E	R
	Satisfactory enhanced DBS and safeguarding checks	E	
	Other 1. Commitment to safeguarding and protecting the welfare of children and young people 2. Commitment to health and safety 3. Commitment to attendance at work 4. Demonstrate commitment to equality and diversity	E E E E	AF/I AF/I AF/I AF/I

Safeguarding Commitment

KWPS is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.