*Note: Candidates failing to meet any of the essential criteria will automatically be excluded.*

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| **Person Specification Class Teacher** | | |
| **Requirements**  **(based on job description)** | **Essential**  **Or**  **Desirable** | **Evidence: Application (A)**  **Letter (L) Interview (I)**  **Observation (O) Reference (R)** |
| **Training and Qualifications**  Qualified Teacher Status;  Degree;  Evidence of recent and relevant training applicable to the post;  English and Maths GCSE Grade C or above (or equivalent);  Has successfully undertaken appropriate Child Protection and Safeguarding training. | **E**  **E**  **E**  **E**  **D** | **A**  **A**  **A**  **A**  **A** |
| **Experience**  Recent and relevant experience of teaching within a Primary School;  To be able to effectively use data, assessment and target setting to raise standards/address weaknesses;  An outstanding practitioner who is able to meet all the standards as required by the National Teaching Standards;  Able to engage children, setting clear learning intentions which match the needs of the children;  Experience of successful leadership of a subject  (Please state curriculum expertise within letter).  Experience of leading PE  Minimum of two years teaching experience | **E**  **E**  **E**  **E**  **D**  **D**  **D** | **A/L/I/R**  **A/L/I**  **A/L/I/R/O**  **A/L/I/R/O**  **A/L/I/R/O**  **A/L/I**  **A/L/I** |
| **Professional knowledge and understanding**  National policies, priorities and statutory frameworks;  Assessment and tracking of pupil progress;  Application of ICT to teaching and learning;  Ability to create and promote a stimulating learning environment for all learners;  Good understanding of and commitment to inclusion. | **E**  **E**  **E**  **E**  **E** | **A/L/I**  **A/L/I**  **A/L/I**  **A/L/I/O**  **A/L/I** |
| **Personal skills and attributes**  High expectations and standards;  Excellent behaviour management skills;  Good communication skills;  Well organised;  Ability to prioritise time effectively;  Self-Motivated;  Personal impact and enthusiasm;  Commitment and integrity;  Ability to work as part of a team;  A commitment to further professional development;  A willingness and enthusiasm to participate in the wider life of the school including extra-curricular activities;  An understanding of how to maximize the learning potential for pupils and proven ability to demonstrate high quality practice in the linked processes of planning, teaching and assessment for learning;  Excellent attendance record. | **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E** | **L/I/R/O**  **L/I/R/O**  **L/I/R/O**  **L/I/R/O**  **L/I/R/O**  **L/I/R/O**  **L/I/R/O**  **L/I/R**  **A/L/I/R**  **L/I/R**  **L/I/R**  **L/I/R/O**  **L/R** |
| **Other:**  Commitment to safeguarding and protecting the welfare of children and young people;  Commitment to equality and diversity;  Commitment to health and safety;  Commitment to attendance at work;  Evidence of a high level of personal motivation and enthusiasm. | **E**  **E**  **E**  **E**  **E** | **A/I/R**  **A/I/R**  **A/I/R**  **A/I/R**  **A/I/R** |

**Application form and letter**

The form should be fully completed and free from error. The letter should be clear and concise and related to the specific post.

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| A positive faith reference | **D** |
| References should provide a strong level of support for relevant professional and personal knowledge, skills and abilities referred to above. | **E** |
| Positive recommendation from current employer (if applicable) | **E** |

**Confidential references and reports**