**Kirkham and Wesham Primary School Person specification**

|  |
| --- |
| **Person Specification Form** |
| **Job title:** KS2 Class Teacher | **Grade :** Main Scale |
| 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 KS2 | E | AF/I |
| Working with teaching assistants and deploying effectively to supportteaching and learning. | E | AF/I |
| Engaging and working with parents andthe wider community. | E | AF/I |
| Secure knowledge and understandingof the National Curriculum. | E | AF/ I/ O/R |
| Able to demonstrate experience of effecting change inteaching and learning or in the curriculum at classroom level | E | AF/I |
| Able to demonstrateexperience of effecting change in a curriculum area at whole school level | D | AF/I |
| Able to demonstrate a proventrack 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 andorganisation | E | AF/ I/O |
| Plan sequences of lessons with clearlearning objectives, | E | AF/ I |

|  |  |  |  |
| --- | --- | --- | --- |
|  | linked to prior attainment which meetthe needs of all learners including: SEND, EAL and disadvantaged |  |  |
| Use a range of strategies to providefeedback to pupils | E | AF/I/O |
| Closely assess, track, record and reportpupil’s progress | E | AF/I |
| Professional Development | Take responsibility for personal professional development and use the outcomes to support teachingand 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 andwhen required. | E | AF/I |
| Have undertaken, or are willing toundertake, relevant training eg First Aid/Safeguarding | E | AF/I |
| Skills/ Knowledge | Promote the school’s vision and valuesand use effective strategies to implement them | E | AF/I |
| Develop excellent personal relationships within a team | E | AF/I |
| Ability to work in close partnership with the wider team | E | AF/I |
| Establish and develop effectiverelationships 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 theneeds of individual children | E | AF/I/O |
| Excellent written and oralcommunication | E | AF/I |
| Willingness to work within theguidelines set out by agreed school policies | E | AF/I |
| Ability to manage time and taskseffectively | 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 |
| Leadership skills and experience  | D | AF/I |
| Have a commitment to and participate in the wider life of the school, includingextra-curricular activities | E | AF/I |

|  |  |  |  |
| --- | --- | --- | --- |
|  | Demonstrate an understanding of andcommitment 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, nurturingand challenging them to achieve theirbest | E | AF/I/ O/R |
| Adaptability to changing circumstancesand 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 | E | R |
| Good health and attendance record | E | R |
| Satisfactory enhanced DBS andsafeguarding 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 EE | AF/I AF/I AF/IAF/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.