**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 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 |
| Able to demonstrate experience of effecting change in  teaching and learning or in the curriculum at classroom level | | E | AF/I |
| Able to demonstrate  experience of effecting change in a curriculum area at whole school level | | D | AF/I |
| 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 clear  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 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 effective  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 |
| Leadership skills and experience | D | AF/I |
| Have a commitment to and participate in the wider life of the school, including  extra-curricular activities | E | AF/I |

|  |  |  |  |
| --- | --- | --- | --- |
|  | 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 | E | 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.