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

|  |  |  |
| --- | --- | --- |
| **Person Specification Class Teacher** | | |
| **Requirements**  **(based on the job description)** | **Essential or Desirable** | **Evidence** Application (A) Letter (L) Interview (I)  Reference (R) |
| **Training and Qualifications** | | |
| Qualified Teacher Status | E | A |
| Degree or equivalent | E | A |
| Evidence of commitment to continued professional development | D | A/L/I |
| **Experience** | | |
| Evidence of strong teaching in a primary school setting | E | A/L/I/R |
| Experience of preparing children for external assessments e.g. SATs ,  phonics screening, multiplication check | D | A/L/I |
| Experience of assessment, tracking and target setting | E | A/L/I |
| Working with children with SEND, writing and using Individual Plans | E | A/L/I |
| Successful deployment of teaching assistants or other adults in the  classroom to support learning | E | A/L/I |
| Subject Leadership experience | D | A/L/I/R |
| **Professional knowledge and understanding** | | |
| Clear knowledge of the expectations of the Curriculum requirements  in Primary schools | E | L/I |
| Ability to use a range of effective and creative teaching and learning  strategies to meet the needs of all pupils | E | L/I/R |
| Ability to use a range of assessment for learning strategies | E | L/I/ |
| Ability to use a range of effective behaviour management strategies | E | L/I/R |
| Knowledge of safeguarding requirements | E | L/I/ |
| **Personal skills and attributes** | | |
| Relate well to children & adults, building effective working  relationships with a wide range of people | E | L/I |
| Create a stimulating, calm and secure learning environment which is  inclusive of all children | E | L/I/R |
| Work independently and as part of a team | E | L/I |
| Demonstrate enthusiasm, flexibility and perseverance | E | L/I |
| Capacity to contribute to and support whole school improvement | E | L/I |
| Flexible and innovative thinking | E | L/I |
| Make effective use of ICT | E | L/I |
| Reflective practitioner, with ability to embrace and act upon  professional feedback and a full commitment to own professional development | E | L/I/R |

|  |  |  |
| --- | --- | --- |
| **Other qualities** | | |
| Fully support and develop the Christian ethos of the School | E | L/I |
| Commitment to safeguarding and promoting the welfare of children  and young people | E | L/I |
| High expectations and standards for all pupils | E | L/I/R |
| Willingness to learn from, and with, colleagues | E | L/I |
| Willingness to run extra-curricular activities and enhance and support  the wider life of the school | E | L/I |
| Ability to manage own workload and meet deadlines | E | L/I/R |
| Able to sustain regular attendance at work | E | L/I/R |
| Commitment to equality and diversity. | E | L/I |
| Commitment to undertake in-service development | E | L/I |
| Commitment to health and safety | E | L/I |
| Commitment to sustaining regular attendance at work/satisfactory attendance record | E | L/I/R |
|  | | |
| **Application form and letter** | | |
| The form should be fully completed and free from error. | | |
| The letter to support the application should be clear, concise and related to the specific post. It should  be no more than two sides of A4 paper. | | |
| **Confidential references and reports** | | |
| 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 | | E |
| Good health and attendance record | | E |
| **Note: we will always consider your references, before offering a job in writing** | | |