

**Class Teacher**

**Person Specification**

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| **FACTORS** | **ESSENTIAL** | **DESIRABLE** | **MEASURE BY** |
| **QUALIFICATIONS AND SKILLS** | | | |
| Graduate |  |  | Application form and proof of qualification |
| Qualified teacher |  |  | Application form and proof of qualification |
| Willing and able to demonstrate good practice, setting high expectations |  |  | Interview and reference |
| Be able to plan effectively to meet the learning needs of all children |  |  | Application form, interview and reference |
| Relevant reaching experience |  |  | Application form |
| **KNOWLEDGE** | | | |
| Understanding what makes effective teaching |  |  | Interview and reference |
| Understanding of how assessment can be used to maximise children’s potential |  |  | Interview and reference |
| Knowledge of National Strategies, Early Years Foundation Stage and Key Stage 1 & 2 curriculum |  |  | Interview and reference |
| Innovative behaviour management strategies |  |  | Interview and reference |
| Knowledge and/or experience of catering for diverse SEND needs |  |  | Interview and reference |
| Knowledge and/or experience of mixed-age teaching |  |  | Interview and reference |
| **PERSONAL QUALITIES** | | | |
| Commitment to safeguarding and promoting the welfare of children |  |  |  |
| Good people skills, able to motivate and work as part of a team |  |  | Interview and reference |
| Flexible – able to adapt plans at the last minute |  |  | Interview and reference |
| Able to manage time and prioritise |  |  | Reference |
| Caring |  |  | Reference |
| Good sense of humour |  |  | Reference |
| Enthusiastic, positive and conscientious |  |  | Reference |
| Good organisational skills |  |  | Reference |
| Provide a happy, stimulating environment where children enjoy their learning |  |  | Reference |
| Ability to plan and deliver a creative curriculum |  |  | Reference |
| **INTEREST AND MOTIVATION IN THE JOB** | | | |
| Keen to further own skills and learning |  |  | Reference |
| Empathy with the needs of all children |  |  | Reference |
| Willingness to be involved in communities/extra curriculum activities |  |  | Interview |
| An awareness, understanding and commitment to the principles of inclusion |  |  | Interview |

In addition, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

• Motivation for working with children

• Ability to form and maintain appropriate relationships and personal boundaries with children.

If you are short-listed, any relevant issues arising from your references will be taken up at interview.