

PERSONNEL SPECIFICATION

Job Title: Primary Class Teacher

Attributes	Essential	Desirable	How Identified
Qualifications and Training	<ul style="list-style-type: none"> • Qualified teacher status. • Teaching experience in a primary school. • Evidence of professional development / recent training. • Willingness to participate, where necessary, in professional development training. • ICT literate. 	<ul style="list-style-type: none"> • Experience of teaching KS1 and EYFS • Good honours degree • Other qualification specific to primary teaching 	Application form Letter references
Experience	<ul style="list-style-type: none"> • Recognised as an effective classroom practitioner. • Use of successful strategies to improve pupil attainment and engagement in their own learning. • Commitment to own professional development and that of colleagues. • Ability to deliver well planned and stimulating lessons across the curriculum / age range. • Use and development of assessing pupil progress and AFL. • Be a proactive practitioner in developing effective cross curricular learning. 	<ul style="list-style-type: none"> • Had some experience of teaching across the primary age range. • Being involved in staff inset / training. • Experience of using pupil performance data to raise achievement. • Experience of raising attainment in a variety of diverse pupil groupings e.g. EAL. • Evidence of some curriculum Development / leadership. 	Application form Letter References Interview
Special Knowledge / skills	<ul style="list-style-type: none"> • Clear understanding of principles and practices of effective teaching and learning. • A thorough knowledge of the primary strategy and its implementation. • An understanding of the role of formative assessment and target setting in raising standards for all pupils. • A clear understanding of inclusive practice. • Be able to demonstrate principles and practices of monitoring / assessment / evaluation. • Have a clear understanding of principles and practices of pupil behaviour management. • Knowledge of what constitutes effective teaching and learning including different learning styles. • Ability to model and promote best practice. 	<ul style="list-style-type: none"> • Have experience of the processes and systems for quality assurance. • English as an additional language – strategies to employ. • Have the ability to work in teams/partnerships to deliver improvements. • Knowledge of autism 	Application form Letter References Interview

	<ul style="list-style-type: none"> • Ability to coordinate pastoral care across a range of disciplines 		
Practical / intellectual skills	<ul style="list-style-type: none"> • Good time management and able to work to deadlines. • Be a reflective practitioner. • Engage pupils in their learning with AFL. 	<ul style="list-style-type: none"> • Willingness and ability to contribute to whole school development. 	Application form Letter References Interview
Disposition and Attitude	<ul style="list-style-type: none"> • Able to work as part of a team. • Able to work on own initiative. • Excellent organisational skills. • Excellent interpersonal skills. • Highly motivated and dedicated. • Ability to listen and value opinions of others. • Flexible, enthusiastic with a sense of humour. • Retain confidentiality. • Punctual and reliable. • Resilience and a positive attitude. 	<ul style="list-style-type: none"> • Ability to transfer a love for learning to pupils. 	Application form Letter References Interview
Personal Circumstances	<ul style="list-style-type: none"> • Should be able to allow for some out of hours working eg school functions, residentials, meetings, training, twilights etc • Clear CRB record (DBS checked). • Good health and attendance record. 	<ul style="list-style-type: none"> • Safeguarding knowledge and awareness. 	Application form Letter References
Faith & Christian Vision	<ul style="list-style-type: none"> • To pray, support and have fellowship with colleagues. • To have a personal faith and ongoing faith journey. • To have a desire to nurture children in their faith. • To desire a part in the vision and worldview of the school. • To lead devotions, worship and assemblies which contribute to pupil's experience and spiritual development. 	<ul style="list-style-type: none"> • To desire to teach from a Christian perspective. • To have a heart for mission and service which enables pupils to influence their communities. 	Application form Letter References Interview