**Person Specification Post Title: Classroom Teacher**

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| **Category** | **Essential** | **Desirable** | **Evidence** (Interview & Application) |
| **Qualifications** * To have completed a recognised initial teacher training course leading to Qualified Teacher Status;
* To have trained for the appropriate age group;
* A degree or equivalent qualification;
* Evidence of in-service professional development.
 | ✓✓✓ | ✓ | ApplicationApplicationApplicationApplication |
| **Professional Values, Practice & Experience** * Effective communication skills to develop the partnership with pupils, parents/carers and colleagues;
* Awareness of the school environment, including links with the local community;
* Awareness of the professional values and behaviour expected of teachers;
* Commitment to professional development using targets agreed during induction;
* Have a commitment to robust Child Protection Procedures.
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| **Knowledge and Understanding** * A thorough knowledge and understanding of the revised National Curriculum;
* Experience of using ICT effectively both in curriculum planning and teaching;
* Understanding of your responsibilities under the SEND Code of Practice & Child Protection Procedures;
* Knowledge of and ability to develop a purposeful learning environment;
* Respect for pupils’ social, cultural, linguistic, religious and ethnic backgrounds with an understanding of how these may affect their learning;
* Commitment to equal opportunities and inclusion;
* An excellent knowledge of the Key Stage 1 curriculum;
* A proven track record of improving attainment of children in Key Stage 1 including phonics.
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| **Category** | **Essential** | **Desirable** | **Evidence** (Interview & Application) |
| **Planning, Expectations and Targets*** Knowledge of and ability to apply a framework of curriculum planning which:
* Includes long and short term plans;
* Requires learning objectives and success criteria to be identified for classes, groups and individuals;
* Enables monitoring, assessment and recording of pupils’ progress.
* Understands the role of Target Setting in improving rates of progress and raising attainment.
 | ✓✓ |  | InterviewInterview |
| **Teaching and Class Management*** Organisational and time management skills to enable effective teaching of whole class, groups and individual pupils;
* Experience of enabling pupils with different learning needs and of varying abilities to maximise their learning through provision of differentiated activities;
* A thorough knowledge of a range of behaviour management strategies and how to implement them effectively in line with agreed school behaviour policy.
 | ✓✓✓ |  | InterviewInterviewInterview |
| **Work-related Personal Requirements*** Suitability to work with children;
* A strong work ethic and a commitment to high standards;
* A willingness to go that extra mile for our children and families;
* An ability to support less experienced members of staff.
 | ✓✓✓✓ |  | ApplicationApplicationApplicationApplication |
| **School Specific** * A thorough understanding of the core subjects (maths, composition and phonics) and the delivery of these to ensure maximum pupil attainment and progression.
 | ✓ |  | Interview |