



Class Teacher Person Specification

Responsible to: Headteacher

Pay range: MPS

Purpose of Post: To deliver high quality learning and teaching to pupils who are assigned to the postholder.

	Essential	Desirable
Qualifications & training	<ul style="list-style-type: none"> • Qualified to degree level with Qualified Teacher Status • Recognised appropriate qualifications • Track record of further professional development 	<ul style="list-style-type: none"> • A relevant higher degree, qualification or leadership qualification • Commitment to further professional development
Experience	<ul style="list-style-type: none"> • Excellent track record of quality first teaching in EYFS, Key Stage 1 or 2 • Developing the learning environment to support high standards • Working successfully and co-operating as a member of a team • A skill that may enrich the curricular or non-curricular life of the school • Successful experience of teaching throughout primary level • Evidence of developing own professional experiences 	
Professional Knowledge and understanding	<ul style="list-style-type: none"> • The statutory requirements of legislation concerning Safeguarding, including Child Protection, Prevent, Equalities, Health & Safety and inclusion • Understanding of good primary practice and pedagogy. EG: The science of how pupils learn and what makes great teaching. • Effective engagement of parents and carers in school life • The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies) • Statutory National requirements at the appropriate key stage and evidence of a good general knowledge and understanding of the National Curriculum and/or the Early Years Frameworks. • Planning and implementing a creative, effective and inspiring teaching programme, including the monitoring, assessment, recording and reporting of pupils' progress • Establishing an effective rapport with pupils which is based on high expectations • Ensuring a purposeful learning environment where all pupils feel secure and confident • Using IT effectively as an integral part of teaching and learning • Use of the local environment and resources to enhance learning • Knowledge and understanding of the New National Curriculum • Proven ability as a successful classroom practitioner • Possess strategies to maximise progress and achievement for all children, including pupils with special educational needs, pupils with English as an additional language, and high achieving learners. 	<ul style="list-style-type: none"> • Working in partnership with home, school and other agencies • Ability to identify own learning needs and to support others in identifying their learning needs



	Essential	Desirable
Skills	<ul style="list-style-type: none"> Promote the school's aims positively, and use effective strategies to enhance motivation and morale Establish and develop a sound professional relationship and affinity with a class of pupils Manage relationships, belonging and behaviour positively in line with our school policy Create a positive, challenging and effective learning environment Plan and deliver a creative curriculum that is focused on high standards and enjoyment in learning Develop sound professional relationships, including the effective direction of other adults working in the classroom Establish and develop appropriate relationships with parents, governors and the community Communicate effectively (both orally and in writing) to a variety of audiences Understand the characteristics of an effective learning environment and the key elements of successful behaviour management Effective monitoring and evaluation of teaching and learning Ability to delegate work and support colleagues in undertaking responsibilities Effective working in and leading of staff teams Ability to empathise with pupils across the age range and to be fair, firm and consistent Ability to be pro-active and positive about challenge and continuous development Competent user of information technology in the classroom and as a management tool Ability to adapt learning to meet the varied needs of different age groups of children Ability to evaluate learning using a range of qualitative and quantitative data; review and as necessary, adapt your own teaching to maximise pupils' achievements 	<ul style="list-style-type: none"> Develop strategies for creating community links Enrich the wider life of the school Experience of appraisal and supporting the continuing professional development of colleagues Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these
Personal characteristics	<ul style="list-style-type: none"> Warm and caring Knowledgeable and highly competent Approachable and empathetic Creative and enthusiastic Organised and resourceful Intelligent and reflective Committed 	
Professional Philosophy and Commitment	<ul style="list-style-type: none"> Commitment to providing a high quality education, which develops the full potential of every child Ability to articulate a clear philosophy of Primary education Commitment to promoting equal opportunities and meeting the needs of all learners, including those with special needs and learners with higher abilities Commitment to working closely with parents and governors 	



	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none"> • Excellent interpersonal skills • The ability to be reflective and self-evaluative • Calmness under pressure • Resilience and flexibility • Sense of humour and enthusiasm • Ability to create a warm and welcoming classroom • Good time management and organisational skills • A commitment to a teamwork approach 	<ul style="list-style-type: none"> • Ability to use own initiative • Ability to motivate colleagues by example • An innovative practitioner
Special requirements	<ul style="list-style-type: none"> • Be fully supportive of the ethos of our school • Have or be willing to undergo an Enhanced DBS • Be willing to undergo a pre-employment health check 	

The job description will be reviewed annually in the light of changing requirements and in consultation with the post holder and the Governing Body.