



Class Teacher Person Specification

Responsible to: Headteacher
Pay range: MPS 1 – 6, depending on experience
Purpose of Post: To deliver high quality learning and teaching to pupils who are assigned to the postholder.

| | Essential | Desirable |
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| Qualifications & training | <ul style="list-style-type: none"> • Qualified to degree level with Qualified Teacher Status • Recognised appropriate qualifications • A commitment to further professional development | <ul style="list-style-type: none"> • A relevant higher degree, qualification or leadership qualification |
| Experience | <ul style="list-style-type: none"> • Outstanding quality first teaching in Early Years • 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 at primary level • Evidence of own further professional development | |
| Professional Knowledge and understanding | <ul style="list-style-type: none"> • The statutory requirements of legislation concerning Safeguarding, including Child Protection, Equalities, Health & Safety and inclusion • The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies) • Statutory National Curriculum requirements at the appropriate key stage and evidence of a good general knowledge and understanding of the National Curriculum • 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 and establish a purposeful learning environment where all pupils feel secure and confident • Using IT effectively as an integral part of teaching and learning • Effective engagement of parents and carers in school life • Use of the local environment and resources to enhance learning • Understanding of good primary practice and pedagogy • 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 achievers • The positive links necessary within the school and with all its stakeholders | <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 |
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| 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 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 • Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management • Experience of effective monitoring and evaluation of teaching and learning • Ability to delegate work and support colleagues in undertaking responsibilities • Experience of working in and leading 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 planning to meet the needs of different age groups of children • Ability to evaluate, 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"> • Knowledgeable and highly competent • Approachable and empathetic • Creative and enthusiastic • Organised and resourceful • Intelligent and reflective | |
| 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 children including those with special needs and gifted and talented pupils • Commitment to working closely with parents and governors | |

| | Essential | Desirable |
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| Personal Qualities | <ul style="list-style-type: none"> • Excellent interpersonal and organisational skills • The ability to be reflective and self-critical • 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.