



Job Title Class Teacher
Location Waterside Academy
Grade MPS or UPS
Hours Full time

Person Specification

A. Training and qualifications

| | Essential | Desirable |
|--|-----------|-----------|
| Qualified Teacher Status | ✓ | |
| A good honours degree in a relevant subject | ✓ | |
| Evidence of continuous training and commitment to further professional development | | ✓ |
| Hertfordshire Steps (or equivalent) behaviour training | | ✓ |

B. Knowledge, Skills and Understanding

| | Essential | Desirable |
|--|-----------|-----------|
| Current knowledge of Child Protection & Safeguarding policies/procedures | ✓ | |
| Effective provision for the individual needs of all children | ✓ | |
| Effective strategies for assessment and planning | ✓ | |
| Experience of subject leadership | | ✓ |
| Experience of other 'middle' leadership | | ✓ |
| Experience of assessment for learning (AfL) | ✓ | |
| Experience of using strategies to continuously raise standards of all children, including those with additional needs/SEND and more able | ✓ | |
| Experience of using strategies to improve the learning & achievement of all children, including those with additional needs/SEND and more able | ✓ | |
| An up-to-date understanding of the National Curriculum | ✓ | |
| Experience of coordinating curriculum coverage across year groups | | ✓ |
| Ability to work effectively within a team of staff, governors and the MAT | ✓ | |
| Ability to establish, develop and maintain positive working relationships with parents, governors and the community | ✓ | |
| Ability to create a happy, challenging and effective learning environment | ✓ | |
| Effective written and oral communication | ✓ | |
| Demonstrate consistently good or outstanding classroom practice, including confident use of ICT | ✓ | |
| Sound understanding of current educational issues including the requirements from the Ofsted framework | ✓ | |



| C. Personal Qualities | Essential | Desirable |
|--|-----------|-----------|
| The ability to work positively in a team | ✓ | |
| Shows warmth, sensitivity, empathy, and enthusiasm | ✓ | |
| Good interpersonal skills | ✓ | |
| Creative in problem solving with a willingness to try new approaches/ideas | ✓ | |
| Good personal organisation with ability to prioritise workload | ✓ | |
| A positive attitude towards professional development and own learning | ✓ | |
| Reliability & integrity | ✓ | |
| Ability to support colleagues and respond to emergent situations | ✓ | |
| Feedback friendly | ✓ | |
| Potential to show leadership qualities | | ✓ |

| D. Equal Opportunities | Essential | Desirable |
|--|-----------|-----------|
| Commitment to equality of opportunity for all regardless of gender, disability, religion, and ethnic origin. | ✓ | |

| E. Other requirements | Essential | Desirable |
|--|-----------|-----------|
| Application forms should be completed in full | ✓ | |
| Covering letter should clearly address the needs of the school | ✓ | |

This post is subject to... a receipt of two satisfactory references (obtained prior to interview), a satisfactory enhanced DBS check and occupational health clearances. There must be no 'gaps in employment' on your application form. Questions regarding child-protection processes and safeguarding will be asked at interview.