



# Class Teacher



## Person Specification

### Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

#### Essential

1	A DfE recognised and relevant teaching qualification.
2	Able to design and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.
3	Recent experience of teaching EYFS. This includes experience of the national curriculum.
4	A good knowledge and understanding of national curriculum subject(s) /curriculum areas and the relevant statutory and non-statutory curricula / frameworks.
5	A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies.
6	Excellent written communication skills.
7	An enthusiasm and willingness to lead a curriculum area.
8	Evidence of relevant and on-going professional development and training.
9	Other interests / expertise that would benefit learners and the school, in particular extra-curricular clubs.

#### Desirable

9	Knowledge of examination / testing requirements.
10	Able to teach in an additional Key Stage(s).

### Part B: Assessment Stage

Items 1 - 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

#### Essential

1	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress.
2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Able to engage and motivate learners in the school environment.
4	Able to contribute to and support the development of a curriculum area.
5	Have positive values, attitudes and have high expectations for learners.
6	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well-being.
7	Able to work collaboratively as member of a team and contribute to the professional development of colleagues, including the sharing effective practice.
8	Able to plan, organise, prioritise and manage time effectively.
9	Good verbal and interpersonal skills.

10	Able to use ICT knowledge and skills in the learning environment.
11	Have positive values, attitudes and have high expectations for learners.
12	Consistently good or outstanding teaching practice.

### Desirable

14	Willing and able to contribute to extra-curricular activities.
15	Willing and able to contribute to whole school development initiatives/school improvement planning/self-evaluation.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation <i>(in current school if possible)</i>	Yes	Structured discussion with pupils	No

### Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK.
3	Barred List and/or POCA List (residential establishments only) check.
4	Professional Registration/QTS check with the National College for Teaching and Leadership.
5	Two references from current and previous employers (or education establishment if applicant not in employment).
6	Medical clearance.
7	A good attendance record.



**Westerhope Primary School**  
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