

Class Teacher: Person Specification

Key: A = Application I = Interview R = Reference

Selection criteria	Method of Assessment	Essential	Desirable
1. Qualification and Training:			
1.1 Qualified teacher status	A, I, R	✓	
1.2 A continued commitment to own professional development	I	✓	
1.3 Understanding of child safeguarding issues and successful measures that promote and ensure the safeguarding of children	A & I	✓	
1.4 Knowledge of current legislation, guidance and developments relating to the subject area	A & I	✓	
1.5 Involvement in, and organisation of, wider school activities including extra-curricular activities	A & I		✓
1.6 Experience of teaching across the whole primary age range	A & R		✓
1.7 Experience of teaching in Key Stage Two	A, I, R	✓	
1.8 Experience of teaching in Upper Key Stage Two	A, I, R		✓
1.9 Working in partnership with parents, communities or governors	A		✓
2. Sets high expectations and inspires, motivates and challenges all children by:			
2.1 Establishing a safe and stimulating environment for children, rooted in mutual respect	A & I	✓	
2.2 Setting goals that stretch and challenge children of all background, abilities and dispositions	A & I	✓	
2.3 Demonstrating consistently, the positive attitudes, values and behaviours which are expected of children	A & I		✓
3. Promotes good progress and outcomes of children by:			
3.1 Being accountable for children's attainment, progress, outcomes	A & I & R	✓	
3.2 Being aware of children's capabilities and their knowledge and plan teaching to build on these	A & I	✓	
3.3 Demonstrating knowledge and understand of how children learn and how this impacts teaching	A & I	✓	
3.4 Encouraging children to reflect on their progress and take a responsible and conscientious attitude to their learning	A	✓	
4. Demonstrates good subject and curriculum knowledge by:			
4.1 Having a secure knowledge of the relevant subjects and curriculum areas, fostering and maintaining children's interest in the subject, and addressing misunderstandings	A, I	✓	
4.2 Demonstrating an understanding of, and taking responsibility for, promoting high standards of literacy,	A, I & R	✓	

particularly a correct use of Standard English, whatever the teacher's specialist subject			
5. Plan and teach well-structured lessons by:			
5.1 Imparting knowledge and developing understanding through effective use of lesson time	A & I	✓	
5.2 Promoting a love of learning and children's intellectual curiosity	A & I	✓	
5.3 Reflecting systematically on the effectiveness of lesson and approaches to teaching	A & I	✓	
5.4 Planning homework and other out-of-class activities to consolidate and extend knowledge and understanding	A	✓	
5.5 Contributing to the design and provision of an engaging curriculum within the relevant subject area(s)	A & I	✓	
6. Adapt teaching to respond to the strengths and needs of all children by:			
6.1 Knowing when and how to differentiate appropriately, using approaches which enable children to be taught effectively	A & I	✓	
6.2 Having a secure understanding of how a range of factors can inhibit children's ability to learn, and how best to overcome these	A, I & R	✓	
6.3 Demonstrating an awareness of the physical, social and intellectual development of children, knowing how to adapt teaching to support children's education at all development stages	A & I	✓	
6.4 Have a clear understand of the needs of all children and be able to use and evaluate distinctive teaching approaches to engage them	A & I	✓	
7. Leadership Skills			
7.1 Ability to line manage support staff working in class	A & I	✓	
7.2 Ability to inspire children and other team members	A & I	✓	
8. Personal Style and Behaviour			
8.1 Tact and diplomacy in all interpersonal relationships with parents, outside agencies, pupils and colleagues at work	A & I	✓	
8.2 Ability to communicate effectively	A & I	✓	
8.3 Self-motivation and personal drive to complete tasks to the required timescales and quality standards	A & I	✓	
8.4 The flexibility to adapt to changing workload and challenges	A	✓	
8.5 Be willing to consent to, and apply for, an enhanced disclosure to a DBS Check, Self-Declaration and references	A	✓	
9. Values			

9.1 A genuine passion and a belief in the potential of every pupil	A & I	✓	
9.2 Motivation to continually improve standards and achieve excellence above norms	A	✓	
9.3 Commitment to equality of opportunity and the safeguarding and welfare of all pupils	A	✓	
10. Other			
10.1 Willingness to attend training and CDP opportunities	A	✓	
10.2 Be willing to consent to, and apply for, an enhanced disclosure to a DBS Check, Self-Declaration and references	A	✓	