

Childs Hill School

Person Specification ClassTeacher

The Person Specification is a picture of the skills, knowledge and experiences needed to carry out the job. It will be used in the shortlisting and interview process for this post.

Requirements	Essential	Desirable
<i>Qualifications and career development</i>	<ul style="list-style-type: none"> • Qualified teacher status • Evidence of recent professional development • Sound knowledge of the development of children's learning including those with SEN 	<ul style="list-style-type: none"> • A sound understanding of theories of second language development
<i>Experience</i>	<ul style="list-style-type: none"> • Proven to have high standards of classroom management and expectations of achievement for all pupils including those with SEN • Knowledge of commonly used and more innovative resources used to support learning in designated phase • Working with children for whom English is an additional language 	<ul style="list-style-type: none"> • Taught in a more than one setting • Experience of more than one phase • Experience of planning in teams
<i>Personal Qualities</i>	<ul style="list-style-type: none"> • Aims for excellence • Vision and enthusiasm • A sense of humour • Warmth and openness in relationships • Ability to relate to children in and out of the classroom • Is able to motivate and inspire others • Sensitive to the needs of staff and children and ability to provide support where necessary • Resilience and ability to handle conflict • Open minded and creative 	<ul style="list-style-type: none"> • Interests outside school
<i>Leadership and management (not all applicable for NQTs)</i>	<ul style="list-style-type: none"> • High Expectations of pupil achievement • Knowledge of current legislation and developments in education • Ability to use ICT as a curriculum tool • Effective communication skills both in writing and speech • Can motivate and encourage participation • Ability to evaluate standards achieved and set realistic targets for improvement • Successfully introduce and use strategies to improve pupil attainment • Ability to motivate pupils of differing abilities • Can plan for and direct support staff 	<ul style="list-style-type: none"> • Adaptable / Innovative • Open to change and fresh ideas
<i>Curriculum</i>	<ul style="list-style-type: none"> • Proven ability in curriculum planning • Sound knowledge of approaches to assessment • Understanding of SEN Code of Practice • Ability to differentiate not simplify the curriculum • Understanding of how to assess pupils language/learning needs, identification of pupil targets and support strategies 	<ul style="list-style-type: none"> • Experience of extra curricular activities • Knowledge and understanding of tracking and evaluating pupil progress
<i>Relationships</i>	<ul style="list-style-type: none"> • Strong personal presence • To have experience of commitment to home school links and the value of warm, welcoming ethos for children and adults alike. • Actively encourage the involvement of parents • Ability to encourage effective links with colleagues in other schools and the Local Authority 	<ul style="list-style-type: none"> • Experience of working with local authority advisors • To be able to compliment the skill set held by existing staff at Child Hill.