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| **PERSON SPECIFICATION FOR THE ROLE OF CLASS TEACHER IN KS1** | **Essential** | **Desirable** | **Evidence** |
| **Qualifications and Experience** |  |  |  |
| Qualified Teacher Status | x |  | ApplicationReferences |
| Recent experience in teaching KS1 through employment or teaching placement. | X |  | ApplicationReferences |
| Teaching judged to be consistently at a standard of good or better by a qualified practitioner and evidence available to substantiate this. | X |  | ApplicationReferencesInterviewObservation |
| Ability to meet all of the requirements of the Teaching Standards consistently at a level of good or better. Evidence available to substantiate this. | x |  | ApplicationreferencesInterviewTaskObservation |
| Evidence of ongoing CPD available and an ability to demonstrate a commitment to continuing professional development. | x |  | ApplicationReferencesInterview |
| Comprehensive knowledge of the curriculum, including the New Primary Curriculum and good understanding of planning to ensure good coverage and progression. | x |  | ApplicationReferencesTaskObservation |
| Experience in working with and understanding the needs of children with a wide range of SEND.  | x |  | ApplicationInterview |
| Experience in planning sequences of work for core subjects and across the curriculum based upon assessment for learning to ensure progress for individuals, groups and cohorts. | x |  | ApplicationInterviewTask |
| Experience in planning motivating starting points for learning to inspire and engage learners. | x |  | InterviewReferencesObservationTask |
| Experience in using data and ongoing AFL to specifically target vulnerable groups within a cohort and ensure that progress is maximised for all learners. | x |  | TaskObservation |
| Ability to familiarise yourself with and follow school policies and to be sympathetic to the ethos of the school. | x |  | InterviewReferences |
| Experience in leading a curriculum subject |  | x | ApplicationReferencesInterview |
| **Professional Skills and Attributes** |  |  |  |
| A positive approach to the role of class teacher and towards change | x |  | ApplicationInterviewObservation |
| A strong commitment to equality, diversity and relationships across the school community | X |  | ApplicationInterview |
| An ability to communicate well with all stakeholders | X |  | InterviewObservation |
| A good understanding of and commitment to promoting the safeguarding and well being of all pupils and staff. | X |  | ApplicationInterview |
| An ability to form a good relationship with and to line manage a member of support staff, ensuring that they are utilised within the classroom to have maximum impact upon learning. | X |  | ApplicationInterviewObservation |
| A clear commitment and understanding of positive behaviour management and the importance of acting as a role model for colleagues and children. | X |  | ApplicationInterviewObservation |
| An inspirational approach to a creative curriculum and an understanding of your role in designing the curriculum in your classroom as class teacher. | X |  | ApplicationReferencesInterviewObservationTask |
| Ability to understand and analyse data, set strategic plans and monitor/evaluate progress towards these. | X |  | ApplicationInterviewObservationTask |
| A clear understanding of good practice and willingness to share this amongst colleagues. | X |  | ApplicationReferencesInterviewObservation |
| Ability to develop and sustain good relationships with parents – clear communication and empathy. | X |  | ApplicationReferencesInterview |
| To have pride in both your own and the children’s achievements, high expectations and an ability to bring out the best in all children. | X |  | Observation |
| An excellent understanding of that part to be played by a motivating and inspiring learning environment in terms of promoting learning and progress within your classroom and in terms of it’s use as a valuable teaching tool. | x |  | ApplicationInterviewTaskObservation |
| **Personal attributes** |  |  |  |
| To be self-motivated, able to take the initiative and willing to be innovative and ‘think outside of the box’ | X |  | ApplicationReferencesInterviewObservationTask |
| To have excellent interpersonal, communication and networking skills with high levels of professionalism and integrity | X |  | ApplicationInterviewReferences |
| To have excellent organisational skills and to understand the responsibility and accountability that you have in your role as class teacher. To be tidy and a good role model for this with the children. | X |  | ApplicationReferencesObservation |
| The ability to remain positive and resilient when working under pressure and also to know when to ask for help. | X |  | ApplicationInterviewReferences |
| To be personable, approachable and trustworthy in manner at all times. | X |  | InterviewReferences |
| Ability to respond robustly in times of challenge. | X |  | InterviewReferences |
| Ability to inspire and motivate others. | X |  | ApplicationInterviewObservationTask |
| To be an excellent professional role model who consistently leads by example in all aspects of school life. | X |  | ApplicationInterviewReference |
| To have a sense of humour and ability to form strong relationships with colleagues and to understand the value in shared responsibility and working as a team for the greater good. | X |  | ApplicationInterviewReferences |