**LION EDUCATION TRUST**

**LEIGH BECK JUNIOR SCHOOL**

**PERSON SPECIFICATION**

POSITION TITLE: CLASS TEACHER

GRADE: MAINSCALE

|  |  |  |  |
| --- | --- | --- | --- |
| **AF = Application Form I = Interview T = Test** | | | |
| Person Specification | Essential | Desirable | Method of Assessment |
| **1. EXPERIENCE** |  |  |  |
| **1.1** Experience of teaching or successful placements | ✓ |  | AF/I |
| **1.2** Teaching across whole primary age range |  | ✓ | AF/I |
| **1.3** Working in partnership with parents |  | ✓ | AF/I |
| **1.4** Clear understanding of the Early Years Curriculum, National Curriculum and its application.  Knowledge of strategies that enable a teacher to teach mixed ability pupils within the same class and provide work which is differentiated to cater for the entire ability range.  Able to develop a creative curriculum and ability to motivate and inspire pupils.  An understanding and ability to work as part of a team.  The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies).  The monitoring, assessment, recording and reporting of pupils’ attainment and progress.  The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection.  The positive links necessary within school and all its stakeholders.  Effective teaching and learning styles. | ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓  ✓ |  | AF/I  AF/I  AF/I  AF/I  AF/I  AF/I  AF/I  AF/I  AF/I  AF/I |
| **1.5** Knowledge and understanding of the preparation and administration of statutory National Curriculum Tests. |  | ✓ | AF/I |
| **1.6** Knowledge and understanding of the links between schools, especially schools within a MAT. |  | ✓ | AF/I |
| **2. SPECIAL ABILITIES/APTITUDES** |  |  |  |
| **2.1** Ability to teach a wide range of subjects across a primary age range.  To be able to use effectively a variety of teaching and organisational styles and resources including ICT.  A willingness to work throughout the primary school, and be committed to raising the levels of achievement of children of all abilities.  To have the ability to develop and maintain good professional relationships and contribute positively to curriculum development.  Ability to set high standards and provide a role model for staff and pupils.  Ability to deal sensitively with people and resolve conflicts.  Ability to work with and deploy staff and resources effectively.  Able to work as part of a team.  Promote the school/trust aims positively, and use effective strategies to monitor motivation and morale.  Develop good personal relationships with parents, governors, and the community.  Create a happy, challenging and effective learning environment. | ✓ |  | AF/I |
| **2.2** Able to develop strategies for creating community links. |  | ✓ | AF/I |
| **2.3** Able to contribute to a specific curriculum area or areas. |  | ✓ | AF/I |
| **2.4** Passionate about Learning and Teaching.  Displays warmth, care and sensitivity in dealing with children.  Open minded, self-evaluative and adaptable to changing circumstances and new ideas.  Able to enthuse and reflect upon experience.  Willingness to be involved in the wider life of the school.  Ability to prioritise.  Good interpersonal/communication skills. | ✓ |  | AF/I |
| **3. OTHER POSITION SPECIFIC REQUIREMENTS** |  |  |  |
| **3.1** Commitment to the Trust’s Equal Opportunity and Safeguarding Policies and Acceptance of their responsibility for its practical application | ✓ |  | AF/I |
| **3.2** A commitment to on-going personal development and willingness to undertake appropriate training | ✓ |  | AF/I |
| **3.3** Evidence of commitment to safeguarding and protecting the welfare of children | ✓ |  | AF/I |
| **3.4** To understand and comply with the requirements of the Health and Safety at Work Act 1974 | ✓ |  | AF/I |
| **4. EDUCATION AND TRAINING** |  |  |  |
| **4.1** Qualified Teacher Status | ✓ |  | AF/I |
| **4.2** Degree | ✓ |  | AF/I |
| **4.3** Evidence of continuous Inset and commitment to further professional development |  | ✓ | AF/I |
| **5. DISQUALIFYING FACTORS**  Indication of sexist, racist or anti-disability attitudes or any other attitudes inconsistent with the Trust’s Equal Opportunities and Safeguarding Policies | ✓ |  | AF/I |