



*"Together We Can Achieve More"*

**HIGHFIELD PRIMARY SCHOOL**

**PERSON SPECIFICATION**

**Class Teacher**

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>		
Educated to degree level	✓	
Qualified teacher status	✓	
<b>Experience</b>		
Experience of teaching in a primary school (as a qualified teacher or on teaching practice)	✓	
<b>Professional Knowledge and Understanding</b>		
Must have a sound knowledge and understanding of how to use and adapt a range of teaching, learning and behaviour management strategies, including how to personalise learning to provide opportunities for all learners to achieve their potential	✓	
Have a sound knowledge and understanding of the National Curriculum (2014).	✓	
Have a good understanding of pedagogical issues relating to learning and teaching.	✓	
Understanding of, and commitment to, all school policies, in particular: Participation and implementation of the School Behaviour Policy <ul style="list-style-type: none"> <li>• Child protection and safeguarding policies</li> <li>• Awareness of Health and Safety implementation in the work place</li> <li>• Implementation of the school Equal Opportunities Policy</li> </ul>	✓	
Must understand the contribution of EMA work in a primary school and what constitutes good practice and support for bilingual learners	✓	
Knowledge of effective strategies to include, and meet the needs of, all pupils in particular underachieving groups of pupils, pupils with EAL and SEN and High achieving children.	✓	
<b>Professional Skills and Abilities</b>		
Be able to promote high standards of literacy, articulacy and the correct use of standard English, orally and in writing	✓	
Sound ICT knowledge and skills relating to the class teaching and be able to demonstrate the effective use of ICT to enhance teaching and learning	✓	
Must be able to plan lessons for all the pupils in a class, setting clear learning objectives, success criteria and differentiated tasks	✓	
Must be able to keep records of pupil progress in line with school policy	✓	
Must be able to use assessments of pupils learning to inform future planning and subsequent teaching	✓	
Ability to plan and work collaboratively with colleagues	✓	
<b>Personal Qualities</b>		
Must be willing to (and enjoy), engaging parents in order to encourage their close involvement in the education of their children	✓	
A command of spoken English that is sufficient to effectively carry out the duties of the role	✓	
Must be able to promote collaboration and work effectively as a team member	✓	
Must have good communication skills both orally and in writing	✓	
Must be able to manage own work load effectively	✓	
Good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships	✓	
Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit	✓	
To practice equal opportunities in all aspects of the role and around the work place in line with policy	✓	
To maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post	✓	