**SCHOOLS RECRUITMENT AND SELECTION PROCEDURE**

**PERSON SPECIFICATION**

**School: Windsor Clive Primary Department: Key Stage 2**

**Job Title: Class Teacher**

THE PERSON SO APPOINTED MUST FULFIL THE FOLLOWING REQUIREMENTS IN THE ESSENTIAL COLUMN.

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|  | Essential | Desirable |
| Education and Qualifications | * Qualified Teacher status
* Good academic qualifications
 | * Further qualifications relevant to the primary age range
* Degree/”A” levels in maths/English/ICT/

Science/Psychology |
| Training and Professional Development | * Recent, relevant excellent quality Continuous Professional Development
* Demonstrate a positive attitude to Continuous Professional Development
 | * A balanced programme of relevant courses undertaken which include aspects of Key Stage 2 curriculum development; Big Maths, Big Write; Cornerstones; Building Blocks; phonics and THRASS, SEN; assessment for/of learning; Positive Behaviour Management
* Teaching and Learning Continua – moving teaching from good to excellent
* Assessment for Learning
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| Experience | * Successful experience as a classroom practitioner in upper KS2
 | * Varied teaching experience in a socially deprived context including experience of Years 2, 3 and 4
* Involvement with parents, governors and the community
* Developing extra curricular activities
* Strong practice in AfL
* Co-coaching/Trios
* INCERTS
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| Skills and Abilities | * Excellent communication and interpersonal skills
* Be able to work with a team of the colleagues to achieve an agreed goal
* Be able to promote classroom practice of the highest standards
* Excellent positive behaviour management
* Be able to demonstrate particular strengths in high quality AfL
* Successfully target pupils vulnerable to underachievement
* Managing support staff
 |  Be able to teach in  Foundation Phase  As well as across KS2 |
| Knowledge and Understanding  | * Knowledge of awareness of:

 Curriculum* whole school curriculum areas
* knowledge of effective teaching and learning and assessment methods linked to research
* National Literacy/Numeracy
 |  Skills based planning* Special Needs,

 IEP’s/IBP’s* Emotional Literacy
* Big Maths
* Big Write
* Phonics

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|  Personal Attributes | * A commitment to the vision and aims of the school
* High expectations; the achievement of high standards by all pupils
* Commitment to equal opportunities
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| Special Circumstances |  |  |

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