



**Class Teacher Recruitment Process
Person Specification**

Essential	Desirable	Assessed through:
Qualifications		
<ul style="list-style-type: none"> • Qualified Teacher status with a good academic record • Willingness to pursue own professional development and to strive towards the very best teaching and learning 		<ul style="list-style-type: none"> • Application form • Applicant's letter
Knowledge & Understanding		
<ul style="list-style-type: none"> • Knowledge and understanding of teaching and learning in the appropriate year groups or phases • Confident use of ICT across the curriculum, for organisation and for communication • High expectations of every member of the school community 	<ul style="list-style-type: none"> • Up-to-date knowledge & understanding of the current national education agenda • Ability to bring additional skills to the school, for example: in arts, drama, French, music, technology, etc 	<ul style="list-style-type: none"> • Applicant's letter • Interview • References (after interview)
Communication Skills		
<ul style="list-style-type: none"> • Communicate both verbally and through writing in a timely, clear, concise and effective manner to a range of audiences • Ability and enthusiasm for working as a member of a team 		<ul style="list-style-type: none"> • Applicant's letter • Interview
Self Management Skills		
<ul style="list-style-type: none"> • Ability to plan time and organise work effectively • Ability to adapt to a range of changing needs • Work under pressure and meet deadlines • Be self motivating and set personal goals 		<ul style="list-style-type: none"> • Interview

Essential	Desirable	Assessed through:
School Ethos		
<ul style="list-style-type: none"> • Commitment to the welfare and safeguarding of children • Ability to ensure that the school atmosphere is welcoming and that parents are encouraged to take an active part in the life of the school and their child’s education • Commitment to cross-curricular learning 		<ul style="list-style-type: none"> • Interview • References (after interview)
Personal Attributes		
<ul style="list-style-type: none"> • Adaptability to changing circumstances & ideas • Energy and enthusiasm • Reliability and integrity 		<ul style="list-style-type: none"> • Applicant’s letter • Interview

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