

NORMANDY PRIMARY SCHOOL

CLASS TEACHER PERSON SPECIFICATION

Competency	Essential	Desirable	Method of Assessment
<b>Qualifications</b>	Qualified Teacher Status Evidence of continued professional development		Application form Interview
<b>Knowledge and experience</b>	Shows a clear and good understanding of current educational theory and practice with particular regard to : <ul style="list-style-type: none"> <li>• The National Curriculum</li> <li>• Equality and pupils' access to learning</li> </ul> <p>Has experience of working with pupils in the primary phase</p> <p>Understands safeguarding and child protection procedures</p>	Possible experience across more than one Key Stage	Application form Interview
<b>Skills and aptitudes</b>	Can demonstrate consistent and effective planning of lessons to meet pupils' differing learning needs	Experience of using ICT for assessment purposes	Letter of application Interview References
	Can demonstrate ability in using ICT		
	Has a good understanding of how to use assessment effectively to inform planning for good teaching and learning		
	Can show consistent and effective use of a range of appropriate strategies for teaching to engage all learners		
	Has very good classroom management skills using a positive approach to promote learning and excellent behaviour		
	Can create and promote a happy, challenging but supportive, effective learning environment		
	Has high expectations of everyone		
	Can demonstrate involvement and commitment to all aspects of school life.		
	Ability to speak with confidence and accuracy, using accurate sentence structures and vocabulary		
	Ability to choose the right kind of vocabulary for the situation in hand without a great deal of hesitation		
	Ability to listen to pupils, parents (and colleagues) and understand their needs		
	Ability to tailor your approach to each conversation to be appropriate to the pupil, parent (and colleagues), responding clearly with fine shades of meaning, even in complex situations.		

<p><b>Personal qualities</b></p>	<p>Demonstrates a desire to make a difference to the lives of young people</p> <p>Can show a willingness to learn and develop new skills being self-evaluative</p> <p>Has good written and oral communication skills</p> <p>Is enthusiastic, positive, approachable and flexible and can prioritise and manage time well</p> <p>Shows an ability to work co-operatively within a team towards a common purpose</p> <p>Can create and maintain positive, supportive relationships with staff, parents and governors.</p>	<p>Can bring personal interests and 'enthusiasms' to the school community</p>	<p>Letter of application</p> <p>Interview</p> <p>References</p>
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