

CLUTTON PRIMARY SCHOOL - PERSON SPECIFICATION
Class Teacher

Key Areas	E/D	<u>Method of Assessment Interview, Application Form, Assessment Exercises, References</u>
(i) Qualifications		
• Qualified Teacher Status	E	Application Form
• Degree status	D	Application Form
• Evidence of participation in further professional development or study	D	Application Form. Interview
(ii) Experience		
• Experience in relevant key stage / year group	E	Application Form, Interview, References
• Experience of working in KS1 taught in more than one key stage / year group	D	Application Form, Interview, References
• Experience of administering statutory baseline tests and assessment	D	Application Form, Interview, References
• Experience of working with multi-agency teams	D	Application Form, Interview, References
• Trained in use of Phonics	D	Application Form. Interview
• Working in a school with SEN children	D	Application Form, References
(iii) Ability to work within a professional team and to develop and promote the school's ethos and values within the Primary Phase		
• Evidence of good/outstanding classroom practice	E	Application Form, References, Lesson Observation
• Evidence of effective planning to meet needs of all groups of pupils	E	Application Form, Interview, References
• Committed to development of basic skills day to day classroom practice promoting confident children who are literate and numerate to age appropriate levels	E	Application Form, References, Lesson Observation
• Knowledge of the National Curriculum 2014	E	Application Form, Interview, References
• Demonstrates high expectations of self and others' in all aspects of school life	E	Application Form, Interview, References
• Prioritises improving standards and achievement for all groups of pupils and	E	Application Form, Interview, References

demonstrates significant impact on pupil outcomes.		
• Relates to and motivates pupils through an understanding of their needs	E	Application Form, Interview, References
• Works well within and contributes to team development	E	Interview, References
• Outstanding classroom and positive behaviour management	E	Interview, References, Lesson Observation

• Evidence of a commitment to the equalities agenda	E	Application Form, Interview, References
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(iv) Ability to Lead

• Be a professional role model	E	Application Form, Interview
• Respond effectively and efficiently to daily challenges, making decisions on the basis of sound judgement	E	Application Form, Interview
• Experience in using pupil tracking and assessment information to accelerate pupil progress and fully inform next steps of learning	E	Application Form, Interview, Lesson Observation
• Have mentoring, motivational and coaching skills	D	Application Form, Interview
• Experience of identifying need, leading initiatives and evaluating impact of improvements.	D	Application Form, Interview
• Experience of subject leadership	D	Application Form, Interview
• Clear vision for the future of education and able to think strategically, to identify opportunities for future developments and improvements.	D	Application Form, Interview

(v) Ability to Communicate Clearly

• Good written and oral communication skills	E	Assessment Process, Interview
• Good presentational and ICT skills	E	Assessment Process, Interview

(vi) Personal Qualities

• Hard working, flexible, enthusiastic, determined and resilient	E	Application Form, Interview
• None judgemental demonstrate sensitivity and tact - able to develop positive and effective relationships with	E	Interview

pupils, parents, staff and outside agencies		
<ul style="list-style-type: none"> • Able to work under pressure and recognise and manage stress 	E	Application Form, Interview
<ul style="list-style-type: none"> • Ability to use and act on initiative whilst a true team player 	E	Application Form, Interview
<ul style="list-style-type: none"> • Able to reflect on own practice and take responsibility for own professional development and well-being – seeking and providing support within the team. 	E	Application Form, Interview
<ul style="list-style-type: none"> • Have a 'can do' approach that supports high expectations of self and others 	E	Application Form, Interview
<ul style="list-style-type: none"> • Sense of humour and fun 	E	Application Form, Interview