 **Montem Academy**

**Person Specification: Class Teacher**

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|  | Essential | Desirable | Evidence |
| Qualifications | * Qualified Teacher Status * Degree level qualification | * Evidence of continuous professional development and commitment to further professional development. | Application Form |
| Experience | * Successful experience of teaching in the relevant phase and ideally experience in other   key stages.   * Proven record of raising attainment. * Experience of promoting positive behaviour conducive to learning and which is focused on raising standards. | * Experience of teaching across the key stages * Experience of providing extra-curricular activity for children. | Application Form and Letter of Application |
| Knowledge and understanding | * Strong subject knowledge in Maths and English. * Sound knowledge and understanding of how children learn. * Statutory requirements concerning SEN, Health & Safety, Equal Opps and Child Protection. * Clear understanding of data analysis and the important impact this can have on achievement and attainment. * An understanding of formative and summative assessment and the role of each in monitoring progress, including administration of optional SATS | * An understanding of how personalised learning can accelerate progress. | Application Form, Letter of Application and Formal Interview |
| Skills | Be able to:   * create a happy, challenging and effective learning environment. * use a range of effective teaching techniques in response to pupils’ learning styles. * plan effectively, through a topic approach, basing planning on assessment of children’s needs and interests. * work effectively as a member of a team. * establish and develop close working relationships with parents. | .   * Ability to use ICT to enhance children’s learning as well as for planning, developing the curriculum and communicating. | Selection Activities and Formal Interview  References |
| Personal characteristics | * A motivated and hardworking team player. * Positive, enthusiastic and lively, with a good sense of humour and fun. * Flexible and patient; calm under pressure. * Well-organised, creative and resourceful |  | Letter of Application, References |