

Classteacher - Person Specification

	Essential	Desirable
Education and Qualifications		
Honours degree	✓	
Qualified teacher status	✓	
Evidence of commitment to continuing professional development	✓	
Professional Experience and Knowledge		
Experience of teaching across the primary age range		✓
Key Stage 1 and/or 2 experience		✓
Early Years' experience		✓
SATs experience		✓
Proven track record of good/outstanding teaching and learning that meets the needs of all children	✓	
Demonstrate ability to plan, deliver, monitor and assess children's learning.	✓	
Creates stimulating teaching and learning opportunities for children to achieve their full potential	✓	
Demonstrate how to foster positive behaviour strategies	✓	
High expectations for pupils' behaviour, establishing and maintaining a good standard of discipline through well focused teaching and positive and productive relationships.	✓	
Understanding the complex needs of children with Special Educational Needs.	✓	
Understanding of current curriculum needs and requirements, including planning, assessment and recording progress of primary aged pupils.	✓	
Knowledge of primary principles and practice	✓	
Successful experience of raising standards for all with measurable outcomes	✓	
Evidence of sound knowledge of effective quality first teaching and intervention strategies	✓	
Experience of leading aspects of the curriculum at whole school level, eg as a subject or year leader		✓
Experience of informing governors/stakeholders		✓
Evidence of highly developed performance management skills	✓	
Understanding of quality in learning and teaching and how to achieve excellence	✓	
Knowledge of key considerations in effective management and deployment of people and other resource	✓	
Knowledge and experience of Child Protection and Safeguarding procedures		✓
Skills		
Achieving high levels of attainment for all pupils	✓	

Skills (cont.)	Essential	Desirable
Using comparative data alongside information about pupils' prior attainment to set targets for improvement	✓	
Ability to work with parents to ensure the best possible outcomes for pupils	✓	
Ability to think creatively to anticipate and solve problems	✓	
Ability to formulate a vision and strategy for the school and secure commitment to it from others		✓
Has range of effective strategies for gaining and maintaining high standards of behaviour	✓	
Demonstrate excellent communication skills, both verbal and written.	✓	
Good up-to-date understanding of child protection issues and procedures	✓	
Ability to use new and emerging technologies to support improvement	✓	
Personal Qualities		
To have a good personal presence, highly developed communication skills and a sense of humour	✓	
To be approachable, accessible and flexible	✓	
To be able to work effectively under pressure, to prioritise appropriately and to meet deadlines	✓	
Committed to the development and maintenance of good relationships with staff, parents, pupils, governors and the community	✓	
Positive, enthusiastic outlook, embracing risk and innovation	✓	
Be a good team player	✓	
Demonstrate respect and empathy towards others	✓	
Resilience, perseverance and optimism in the face of difficulties and challenges	✓	
Commitment and dedication to social justice, equality and excellence	✓	
Committed to CPD	✓	
Committed to a collaborative school vision of excellence and equity that sets high standards for all and welcomes and secures the support of others in achieving it	✓	
Commitment to Ash Grange aims and values	✓	
	Essential	Desirable
Equal opportunities		
Candidates must demonstrate an awareness and understanding of equal opportunities	✓	
Candidates must demonstrate an awareness and understanding of British values and Prevent Duty	✓	
Safeguarding		
Candidates are committed to safeguarding and promoting the welfare of children and young people	✓	
Candidates will undertake pre-employment checks, pre-interview references and an enhanced DBS check.	✓	