Person Specification

Richard Lee Primary School
Job Title: Class Teacher

The following describes the essential skills; abilities and qualities applicants for the above post should be able to demonstrate.

	ESSENTIAL	DESIRABLE	EVIDENCE
QUALIFICATIONS	• Qualified teacher status	• Further/continued CPD	• Application • Presentation of documents at interview
EXPERIENCE	• Proven ability as a high quality classroom teacher • Working effectively in a team	• Experience of effective subject leadership	• Application form
PROFFESSIONAL KNOWLEDGE, UNDERSTANDING AND SKILLS	• What constitutes quality and high standards in learning and teaching • Inclusion and strategies for engaging all learners • What constitutes appropriate and successful relationships with learners • Child protection in a primary school • Achieving and sustaining high standards • Effective organisational skills • Ability to work well with parents and carers	• How the learning environment supports high standards	• Letter of application • Interview/presentation • Lesson observation
SPECIFIC KNOWLEDGE UNDERSTANDING AND SKILLS	• Using a positive approach to promote learning and excellent behaviour • Confident and competent user if ICT	• An understanding of VAK and multiple intelligences • Experience of teaching in a school in challenging circumstances	• Application form • Lesson observation • interview
CURRICULUM	• The National Curriculum and its assessment	• Teaching a thematic curriculum • How the curriculum supports the ethos and values of a school	• Letter of application • Lesson observation • Interview
PROFFESSIONAL VALUES	• High expectations of all groups of children • Learning should be fun and engaging • Commitment to practical learning • Willingness to use a variety of teaching strategies to engage all learners • Commitment to the personal welfare and safeguarding of children	• Support for an enriched curriculum through out of hours learning and educational visits	• Letter of application • Interview • Lesson observation
PERSONAL QUALITIES	• Passionate about learning and teaching • Displays warmth, care and sensitivity in dealing with children • Open minded, self-evaluative and adaptable to changing circumstances and new ideas • Able to enthuse and reflect upon experience • Willingness to be involved in the wider life of the school	• An insight into what is important for our school • Brings personal interests and enthusiasms to the school community	• Letter of application • Interview • References

	• Ability to work flexibly • Ability to prioritise • Good interpersonal/commination skills • When all else fails, to maintain a good sense of humour, a willingness to learn and the will to continue to strive for excellence		

In addition to candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people;
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- Emotional resilience in working with challenging behaviours; and
- Attitudes to use of authority and maintaining discipline

Above all, you need to like children, to want the very best for them and be prepared to put their needs first. You recognise the importance of educating the whole child, including all learners and achieving the highest possible standards, within a creative, broad and innovative curriculum.

Special Requirements:	This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. An Enhanced Disclosure and Barring Service Check will be required prior to appointment

Richard Lee Primary School is committed to safeguarding, promoting the welfare of children and creating a culture of vigilance and expects all staff and volunteers to share this commitment and vigilance.

Date Reviews:

Updated: