Person Specification – Class teacher – Herne View Church of England Primary School

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|  | Essential | Desirable |
| QualificationsEvidenced in:* application form
 | Qualified Teacher status.Degree or Degree / PGCE. | Evidence of INSET and commitment to further professional development. |
| ExperienceEvidenced in:* letter of application
* interview
 | The Class Teacher must have experience of:* Delivering high quality teaching within the primary age range.
* Experience of working with vulnerable pupils within a whole class setting.
* Safeguarding in a Primary School.
 | In addition, the Class Teacher might have experience of:* Teaching across the whole Primary age range.
* Working in partnership with parents.
* Working with children and young people in different settings.
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| Knowledge and understandingEvidenced in:* application form
* lesson observation
* interview
 | The Class Teacher must have knowledge and understanding of:* The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies)
* Effective teaching and learning styles.
* The monitoring, assessment, recording and reporting of pupils’ progress.
* What constitutes quality and high standards in learning within Primary teaching and how to sustain this.
* The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEND and Child Protection/Safeguarding.
* The positive links necessary within school and with all its stakeholders
 | In addition, the Class Teacher might also have knowledge and understanding of:* Assessment tasks including curriculum tests.
* The links between schools and other agencies.
* Partner school and network meetings / activities including cross phase activities that enhance provision.
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| SkillsEvidenced in:* letter of application
* lesson observation
* interview
 | The Class Teacher will be able to:* Create a happy, challenging and effective learning environment.
* Demonstrate commitment to learning from first hand practical experiences.
* Promote the school’s aims positively, and use effective strategies to monitor pupil motivation and morale.
* Develop good personal relationships within the school team.
* Establish and develop close relationships with parents, governors and the community.
* Communicate effectively (both orally and in writing) to a variety of audiences.
 | In addition, the Class Teacher might also be able to:* Lead on a curriculum subject within the school.
* Lead additional enrichment and extra-curricular activities.
* Show an interest and ability to lead activities.
* Demonstrate high level IT competencies.
* Develop strategies for creating community links.
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| Personal characteristicsEvidenced in:* letter of application
* interview
 | The Class Teacher should be able to demonstrate the following personal qualities through the application and interview processes:* The ability to work within and promote the distinctively Christian ethos of the school.
* A commitment to inclusion.
* Dedication and determination.
* Initiative
* Approachability and empathy.
* Organisation and resourcefulness.
* Enthusiasm.
* A commitment to reflective practice.
* Patience: showing warmth, care, sensitivity and interest when dealing with children and carers.
* Willingness to be involved in the wider life of the school.
* Ability to work flexibly: self-evaluative adapting to changing circumstances and new ideas.
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