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

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|  | Essential | Desirable |
| Qualifications  Evidenced in:   * application form | Qualified Teacher status.  Degree or Degree / PGCE. | Evidence of INSET and commitment to further professional development. |
| Experience  Evidenced 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. |
| Knowledge and understanding  Evidenced 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. |
| Skills  Evidenced 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. |
| Personal characteristics  Evidenced 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. |  |