**HEADCORN PRIMARY SCHOOL Person Specification: Class Teacher**

Selection decisions will be based on the criteria outlined below. At each stage of the process, an assessment will be made by the appointment panel to determine the extent to which the criteria have been met.

When completing a supporting statement, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to work or other relevant experience.

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| **ESSENTIAL** | **DESIRABLE** |
| ***Qualifications and Training**** Qualified teacher status recognised by the Department of Education
* Evidence of high quality CPD
 | * Good honours degree or Masters level qualification
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| ***Knowledge and Experience**** Recent and relevant teaching experience (at least ‘good’) in either KS1 / KS2
* Sound knowledge of curriculum
* Secure understanding of assessment for learning techniques and proven ability to implement these effectively
 | * Middle leadership experience
* Experience of curriculum leadership
* Experience of conducting lesson observations and feeding back to colleagues
* Knowledge and understanding of working with children with SEN and SEMH
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| ***Skills and abilities**** Good and outstanding classroom practice which can be evidenced
* Ability to assess and record the progress of pupils’ learning to inform next steps and monitor progress
* Clear evidence of improved outcomes for pupils of *all* abilities
* Good behaviour management appropriate to an individual’s needs
* Ability to communicate effectively in speaking and in writing
* A reflective practitioner who can recognise strengths, areas for improvement and appropriate strategies to move practice forward
* Ability to teach using a wide range of teaching strategies to meet differing learning styles to maximise achievement
* Demonstrate a commitment to equal opportunities and use a variety of strategies and practices to promote the diverse cultural and equality issues in the classroom.
* Ability to use ICT for planning, assessment and to support learning in the classroom
* A strong history of and commitment to team-working
* Demonstrable good organisation and time-management skills
* Promote and safeguard the welfare of children and staff within the school
* Will encourage children in developing self-esteem and respect for others
* A commitment to sustaining up to date professional knowledge
 | * Presenting of information or training to staff and parents / carers
* Coaching and mentoring skills
* Appraiser skills
* Commitment to extra-curricular activities
* Knowledge of Read, Write, Inc. phonics scheme
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| ***Personal qualities**** High expectations of self, children and all other adults
* Positive, resilient and reflective practitioner
* “Can do” attitude
* Commitment to personal development
* Good interpersonal skills
* Ability to work well in a team
* Willing to promote parental and local community involvement
* Willing to engage in all aspects of school life
* Warm, caring and supportive
* A sense of humour!
 | * Strong commitment to education beyond the classroom
* Commitment to school improvement

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