

West Malling CEP School

CLASS TEACHER – PERSON SPECIFICATION

FACTORS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Education, Training and Qualifications	<ul style="list-style-type: none"> ❖ Qualified Teacher Status ❖ Evidence of keeping up to date with educational thinking and knowledge ❖ Knowledge of positive behaviour management ❖ Be prepared to attend appropriate courses 	<ul style="list-style-type: none"> ❖ Good honours degree ❖ Post-graduate study (PGCE) ❖ Other relevant qualifications ❖ Evidence of attendance of educational courses 	<ul style="list-style-type: none"> ❖ Application form ❖ Interview ❖ References
Experience	<ul style="list-style-type: none"> ❖ Successful teaching experience within the primary sector (Successful placements if a NQT) ❖ Recent KS1/2 experience ❖ Experience of using ICT in the classroom ❖ Experience of teaching children with special educational needs and the more able ❖ Ability to work alongside colleagues as part of a team 	<ul style="list-style-type: none"> ❖ Experience of leading a curriculum area (Not applicable if a NQT) ❖ Experience of teaching in Year 4, 5 or Year 6 ❖ An interest in developing leadership potential 	<ul style="list-style-type: none"> ❖ Application form ❖ Interview ❖ References
Knowledge and Skills	<ul style="list-style-type: none"> ❖ Excellent classroom teacher ❖ Ability to get on with people and establish relationships with governors, staff, parents and pupils. ❖ High standard of communication skills ❖ Ability to establish and maintain good discipline ❖ Sound understanding of the Primary Curriculum ❖ Good ICT skills 	<ul style="list-style-type: none"> ❖ Expertise of one or more curriculum areas ❖ Experience of developing school policy documentation, subject improvement, schemes of work and assessment ❖ Ability to organise extra-curricular activities 	<ul style="list-style-type: none"> ❖ Application form ❖ Interview ❖ References
Personal Qualities	<ul style="list-style-type: none"> ❖ Reliable, honest, efficient, well-organised ❖ Openness and willingness to learn ❖ Good communication skills – able to relate to people at all levels ❖ Able to set targets and meet deadlines ❖ Caring and understanding approach with commitment to justice, equity and equal opportunities ❖ Sense of humour ❖ Enthusiastic, energetic, imaginative, forward looking, hard working ❖ Professionalism, sensitivity and discretion 	<ul style="list-style-type: none"> ❖ Whole ‘rounded’ personality ❖ Be able to work on own initiative within the school framework ❖ Be a positive and enthusiastic forward looking teacher ❖ Commitment to parental/community involvement 	<ul style="list-style-type: none"> ❖ Application form ❖ Interview ❖ References
Working Arrangements	<ul style="list-style-type: none"> ❖ Available for some out of hours working, including Parents Evening, and other in-service commitments 	<ul style="list-style-type: none"> ❖ Interests other than education ❖ Willingness to participate in school extra-curricular activities ❖ Residence within reasonable travelling distance from school 	<ul style="list-style-type: none"> ❖ Application form ❖ Interview ❖ References