

## Person Specification

**Job Title:**                    **Class Teacher**  
**Salary:**                       **Mainscale M1 – M6**  
**Allowances:**               **Special Educational Needs (Min)**

### Reporting Relationships

**Reporting to: School Leadership Team**

Attributes	Requirements	Essential/ Desirable	Measurement
<b>Qualifications/ Experience</b>	Teaching Degree or postgraduate qualification	Essential	Application Form
	Qualified Teacher Status	Essential	Reference
	Additional qualification e.g. Masters or specialist qualification	Desirable	Certificates
	A qualified teacher with a strong commitment to SEN education	Essential	
	Evidence of outstanding classroom practice	Essential	
	Experience of leading subjects and curriculum development	Desirable	
	Evidence of raising standards of teaching and learning and pupil achievement	Essential	
	Evidence of recent and relevant training and continuous professional development	Essential	
<b>Knowledge &amp; Understanding /Skills</b>	Thorough knowledge of the Primary National Curriculum, current policy and initiatives	Essential	Application Form
	Secure knowledge of child development from an educational perspective	Essential	Reference
	Experience of SEN and Autistic Spectrum Condition	Essential	Interview
	Good understanding of planning and assessment approaches	Essential	

	<p>Good understanding and experience of behaviour management strategies</p> <p>Understanding of and a commitment to the safeguarding and wellbeing of children</p> <p>Understanding of using school assessment data to ensure that all pupils make good progress</p> <p>Excellent interpersonal and communication skills</p> <p>Setting of high expectations for all children and staff</p> <p>To provide a differentiated and personalised curriculum to meet all pupil needs</p> <p>Organising a stimulating and challenging learning environment where all children make good progress</p> <p>Using ICT effectively to support teaching &amp; learning and school administration</p> <p>To promote a secure parent/carer partnership and good working relations within a multiagency environment</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	
<b>Personal Qualities</b>	<p>Demonstrate high personal and professional standards in accordance with the Mission Statement, aims and policies</p> <p>Excellent organisational and time management skills</p> <p>A strong commitment to personal development</p> <p>Ability to develop positive personal relationships and work cooperatively with other staff</p> <p>Be well organised but adaptable</p> <p>Demonstrate initiative and decision making</p> <p>Be enthusiastic, hardworking and willing to learn</p> <p>Excellent commitment to the school and wider community</p>	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Application Form</p> <p>Reference</p> <p>Interview</p>

In addition to candidates' ability to perform the duties of the post, the interview will 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 behaviour
- Attitudes to the use of authority and maintaining discipline
- The post holder will be required to have an enhanced DBS check

**If a candidate is short-listed any relevant issues arising from his or her references will be taken up once received.**

**The content of this job description maybe amended at any time following discussions between the Supervisor and the Senior Leadership, and will be reviewed on an annual basis. This job description is not prescriptive, nor necessarily a comprehensive definition of the post.**