

Personal Specification

Position: **Class teacher**

Qualifications and Experience					
Essential		Desirable	<i>Application</i>	<i>Interview</i>	<i>Observation</i>
1	DfE recognised Qualified Teacher Status.	Experience of leading a phase or subject	✓		✓
2	Recent relevant training		✓	✓	
3	Experience of teaching phonics		✓	✓	

Abilities and Skills					
Essential		Desirable	<i>Application</i>	<i>Interview</i>	<i>Observation</i>
3	Ability to plan, organise and prioritise work in order to meet deadlines.		✓		
4	Effective behaviour management skills; ability to develop excellent relationships.		✓	✓	✓
5	Ability to communicate effectively with all members of the school community.			✓	✓
6	Ability to identify and implement successful inclusion strategies for all children		✓		✓
7	Ability to promote a positive school ethos.		✓	✓	

Knowledge and Understanding					
Essential		Desirable	<i>Application</i>	<i>Interview</i>	<i>Observation</i>
8	Able to track and interpret class performance data, identifying areas for improvement.		✓	✓	
9	Excellent understanding of curriculum and pedagogical issues, including recent developments within the primary phase.		✓	✓	
10	Knowledge and understanding of the Reception and KS1 phonics curriculum.		✓		✓
11	Understanding of innovative and creative strategies that enable children to make excellent progress.			✓	✓
12	Thorough understanding of and commitment to equality of opportunity		✓	✓	
13	Knowledge of safeguarding and child protection issues.		✓	✓	

Personal skills and attributes					
Essential		Desirable	<i>Application</i>	<i>Interview</i>	<i>Observation</i>
14	Able to demonstrate resilience, and willing to face new challenges with enthusiasm and positivity.		✓	✓	
15	Ability to work independently and on own initiative; take responsibility for own professional development.		✓	✓	
16	Belief that every child can achieve, given the right support.		✓	✓	