Harlow Fields School & College
Working Together To Succeed

CLASS TEACHER – PERSON SPECIFICATION

General Heading	Detail
Professional Attributes	Have high expectations of children, young people and young adults including a commitment to ensuring that they achieve their full educational potential, establishing a fair, respectful, trusting, supportive and constructive relationship with them
	Hold positive values and attitudes, and adopt high standards of behaviour in professional role
	Communicate effectively with children, young people, colleagues and stakeholders
	Communicate effectively with parents' and carers, conveying timely and relevant information about attainment, objectives progress and wellbeing
	Have a commitment to collaboration and co-operative working where appropriate
	Meet challenges with diplomacy
	Be an effective team leader
	Have good time management skills
Professional Knowledge and Understanding	Have a good up to date working knowledge and understanding of a range of teaching, learning and behaviour management strategies, with children and young people with learning disabilities, and know how to use and adapt them
	Know how to personalise learning and provide opportunities for all learners to reach their full potential
	Know how to analyse statistical information to evaluate the effectiveness of teaching and pupils learning
	Know how children and young people develop, and how the progress rate and development and well-being of learners are affected by a range of development, social, religious, ethnic, cultural and linguistic influences
	Know how to make effective and personalised provision for those within their age phase including those whom English is an additional language or who have special educational needs or disabilities
	Know how to take practical account of diversity and promote equality and inclusion in their teaching
	Know the current legal requirements, national policies and guidance on safeguarding and promotion of the well-being of children and young people
Teaching & Learning	Consistently deliver high quality lessons in your subject that inspire and motivate pupils
	Be adventurous, creative and exciting in your teaching
	Maintain, adapt and further develop your subject curriculum to meet the needs of all pupils

Professional Skills	Hold a teaching qualification and uphold the code of conduct as outlined in the most recent STP&C Document and guidance from the Teaching Agency (DfE)
	Demonstrate excellent and innovative pedagogical practice.
	Demonstrate excellent ability to assess, monitor and give feedback to pupils/students
	Possess the analytical, interpersonal and organisational skills necessary to work effectively with staff
	Contribute to your own and other professional development by participating in peer observation, coaching and team meetings
Safeguarding	As a professional teacher you will be committed to upholding the schools safeguarding procedures and practices and promoting the welfare of all learners
	You will undertake a DBS check as and when necessary
Personal development	You should be prepared to:
	Be engaged in effective, sustained and relevant continuing professional development
	To continue to engage in pedagogical enquiry

Criteria	**Essential**	**Desirable**
Education/Training/ Professional Qualifications	Degree plus/including Teaching Degree/PGCE or recognised equivalent. teaching experience	First aid qualification Further relevant professional qualifications and professional development work
Skills and Abilities	Ability to prioritise workloads Ability to work on own initiative Ability to inspire the whole school community Good interpersonal skills and communication skills Good team player Good IT skills	Ability to lead CPD sessions
Knowledge and experience	Up to date knowledge of current learning strategies Professional understanding of the educational needs of children, especially those with SEND	Evidence of continuous professional development Experience of co-coordinating /organising inter school sports events
Other	Recognition of the diversity in cultures and nationalities within the school Willingness to be involved in extracurricular activities	