

**Class teacher specification
Baddow Hall Junior School**

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Degree Qualified Teacher Status 	Further/continued CPD
Experience	<ul style="list-style-type: none"> Proven ability as an excellent primary classroom teacher Working effectively in a team Proven record of at least 'good' teaching 	KS2 experience
Professional knowledge, understanding and skills	<ul style="list-style-type: none"> What constitutes quality and high standards in learning and teaching and behaviour Inclusion and strategies for engaging all learners What constitutes appropriate and successful relationships with children Safeguarding, health and safety and welfare for all pupils Achieving and sustaining high standards and progress Effective organisational skills Ability to work well with other staff, parents and carers, governors and outside agencies 	How the learning environment supports high standards
Specific knowledge, understanding and skills	<ul style="list-style-type: none"> Using a positive approach to promote learning and excellent behaviour Confident and competent user of ICT Using a variety of teaching and organisational styles and resources effectively to cater for all pupils Ability to develop and maintain good professional relationships and contribute positively to school improvement and curriculum development 	
Curriculum	<ul style="list-style-type: none"> To have a clear understanding and working knowledge of the Key Stage 2 National Curriculum and other learning programmes and their application To have a clear understanding and working knowledge of the principles of Assessment for Learning 	<ul style="list-style-type: none"> Cross curricular learning and teaching How the curriculum supports the ethos and values of a school
Communication	<ul style="list-style-type: none"> Ability to communicate effectively in a verbal and written form to a range of audiences Ability to exchange sensitive information in a firm and non-ambiguous way 	Ability to write detailed reports

	<ul style="list-style-type: none"> • Ability to exchange information clearly, presentation skills, training etc. • Ability to consult effectively with children and adults • Ability to motivate/encourage/empower children/adults 	
Working with children (and adults)	<ul style="list-style-type: none"> • Commitment to equal opportunities and to safeguarding and promoting the welfare of all pupils • Understanding and implementation of key school policies – child protection, equal opportunities, equalities policies, behaviour management • Understand and support the differences in children and adults and respond appropriately • Understand and promote the value of emotional and physical wellbeing in adults and children • Take some responsibility for own wellbeing • Understanding of the way in which children develop • Understanding of different developmental stages and the impact of experience on these developments • Understand the way in which play and games can support child development • Understand and support children in transition 	Involvement with the reviewing of school policies
Working with others	<ul style="list-style-type: none"> • Ability to establish rapport and respectful and trusting relationships with children, colleagues, governors, parents etc. using appropriate communication styles • Understand and value the role of parents and carers in supporting children • Know when, where and how education and support services can be accessed • Work effectively as part of a team • Ability to work independently • Know when and how to seek support • Know when and how to hand over control • Knowledge of own position within a team environment and the boundaries which apply • Following/giving instructions, requirements to provide information as/when appropriate 	An understanding of the value of working within school-to-school partnerships
Personal Qualities	<ul style="list-style-type: none"> • Passionate about teaching and learning • Displays warmth, care and sensitivity in dealing with children and adults • Open minded, self-evaluative and adaptable to changing circumstances and ideas 	<ul style="list-style-type: none"> • Demonstrate a commitment to environmentally-friendly and sustainable working practices

	<ul style="list-style-type: none"> • Willingness to be involved in the wider life of the school • Ability to be proactive and initiate action • Ability to work prioritise • Ability to work flexibly • Good interpersonal/communication skills • Maintain a good sense of humour, a willingness to learn and the will to continue to strive for excellence 	<ul style="list-style-type: none"> • Insight into what is important in our school • Brings personal interests and enthusiasms to the school community
General	<ul style="list-style-type: none"> • Demonstrate commitment to treating all people fairly • Understand what is mean by safeguarding and the different ways in which children can be harmed • Understand and comply with children protection policy and procedures • Commitment to promoting the welfare of all pupils • Clear understanding of health and safety within a primary school • Understand and comply with procedures and legislation relating to confidentiality • Commitment to continuing own professional development 	Proof of continuous professional development