**LAINDON PARK PRIMARY SCHOOL & NURSERY**

**Class Teacher Person Specification**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **ESSENTIAL** | **DESIRABLE** | **EVIDENCE** |
| **Qualifications** | * Qualified Teacher Status * Excellent numeracy and literacy skills | * Further/Continued CPD | Application Form |
| **Experience** | * Proven ability as an excellent classroom teacher * Working effectively in a team | * Proven record of subject leadership * Proven record of ‘Outstanding/Good’ teaching and learning and good progress   of all learners | Letter of application |
| **Professional Knowledge, Understanding and Skills** | * What constitutes quality and high standards in learning and teaching to raise standards and pupil outcomes * An understanding of the different ways in which children learn and the appropriateness of a variety of teaching styles to meet the individual needs of each child * Inclusion and strategies for engaging all learners * Achieving and sustaining high standards * What constitutes appropriate and successful relationships with children * Child protection in a primary school * Effective organisational skills * Ability to work well with parents and carers | * Effective strategies for ‘closing the gap’ which meets the needs of all under-achieving pupils and vulnerable group including FSM, EAL, SEN and More Able pupils * How the learning environment supports high standards | Letter of application Lesson observation Interview |

|  |  |  |  |
| --- | --- | --- | --- |
| **Specific knowledge, understanding and skills** | * Have high expectations using a positive approach to promote excellent learning behaviour * Confident and competent user of ICT * Demonstrate knowledge and understanding of Assessment for Learning. (AfL) * An understanding of the responsibility of the class teacher with regard to the health and safety of pupils in their care | * In-depth qualification/understanding in a particular area e.g. qualified   sport’s coach, music etc. | Application Form Letter of application Lesson observation Interview |
| **Curriculum** | * Knowledge and understanding of the National Curriculum and assessment * Understanding of Personalised Learning. | * Cross curricular learning and teaching * How the curriculum supports   the ethos and values of a school | Letter of application Interview |
| **Professional Values** | * High expectations of everyone * Learning should be fun * Willingness to use variety of teaching strategies to engage all learners * Commitment to the personal welfare and safeguarding of children | * Support for an enriched curriculum through out of hours learning and educational visits | Letter of application Lesson observation Interview |
| **Personal Qualities** | * Passionate about Learning and Teaching * Displays warmth, care and sensitivity in dealing with children * Open minded, self-evaluative and adaptable to changing circumstances and new ideas * Able to enthuse and reflect upon experience * Willingness to be involved in the wider life of the school * Ability to work flexibly * Ability to prioritise * Good interpersonal/communication skills * Ability to maintain good sense of humour, a willingness to learn   and the will to continue to strive for excellence | * Insight into what is important in our school * Brings personal interests and enthusiasms to the school community | Letter of application Interview |