 Loxley Primary School

PERSON SPECIFICATION

POST: Class Teacher

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| REQUIREMENTS | INDICATIVE METHOD OF ASSESSMENT |
| Qualifications |
| * Qualified Teacher Status
 | Application Form and Certificate (if successful at interview and associated tasks) |
| * Has appropriate First Aid certificate (desirable – if not in place, school will provide training.)
 | Application Form and Certificate (if successful at interview and associated tasks) |
| * Has appropriate Safeguarding/Child Protection Training (desirable – if not in place, school will provide training.)
 | Application Form and Certificate (if successful at interview and associated tasks) |
| Experience |
| * Excellent communication skills
 | Application Form/Interview and associated tasks/References |
| * Teaching experience in Early Years/KS1 (desirable)
 | Application Form/Interview and associated tasks/References |
| * An ability to work towards deadlines with high levels of accuracy
 | Application Form/Interview and associated tasks/References |
| * Evidence of excellent teaching skills
 | Application Form/Interview and associated tasks/References |
| * Strong organisational skills
 | Application Form/Interview and associated tasks/References |
| Knowledge |
| * Has knowledge of the National Curriculum requirements (KS1 & KS2) and the Early Years Framework. (desirable)
 | Application Form /Interview and associated tasks/References |
| * Understands and is familiar with teaching and learning strategies. (desirable)
 | Application Form/Interview and associated tasks/References |
| Skills & Abilities |
| * Understands and deploys suitable pedagogy when teaching and has good subject knowledge to teach at the age range required.
 | Application Form/Interview and associated tasks/References |
| * Can identify the needs of pupils and use detailed knowledge and skills to support pupils’ learning. (desirable)
 | Application Form/Interview and associated tasks/References |
| * Good classroom management
 | Application Form/Interview and associated tasks/References |
| * Can establish productive working relationships with pupils, acting as a role model and setting high expectations.
 | Application Form/Interview and associated tasks/References |
| * Works well within and contributes to team development. Shows keenness to network beyond the school.
 | Application Form/Interview and associated tasks/References |
| * Understands and values the processes of planning monitoring and evaluation as an aid to raising standards
 | Application Form/Interview and associated tasks/References |
| * Demonstrates successful and appropriate behaviour and activity management. (desirable)
 | Application Form/Interview and associated tasks/References |
| * Gives evidence of a commitment to an equal opportunities.
 | Application Form/Interview and associated tasks/References |
| **Ability to communicate clearly** |
| * Has clear and effective in meetings and in one-to-one discussions with pupils, staff, parents and others
 | Interview and associated tasks, Application Form, Interview and associated tasks |
| * Has good oral communication skills with both children and adults and can adapt communication for children of different ages and needs.
 | Interview and associated tasks |
| * Has good written communication skills (desirable)
 | Application form |
| * Has good presentational and ICT skills in relation to the role. (desirable)
 | Interview and associated tasks/application form |
| **Personal and Professional Qualities** |
| * Shows enthusiasm for Early Years and active learning and relates to and motivates pupils
 | Application Form/Interview and associated tasks/References |
| * Is enthusiastic and determined
 | Application Form/Interview and associated tasks/References |
| * Establishes constructive relationships and communicate with other professionals, in liaison with the teacher, to support achievement and progress of pupils.
 | Application Form/Interview and associated tasks |
| * Is able to work under pressure and recognise and manage stress
 | Application Form/Interview and associated tasks |
| * Has flexibility, sensitivity and tact
 | Application Form/Interview and associated tasks/ |
| * Supports pupils consistently whilst recognising and responding to their individual needs.
 | Interview and associated tasks |
| * Has commitment to ongoing and professional development.
 | Application Form/Interview and associated tasks |
| * Demonstrates a commitment to safeguarding and child protection.
 | Application Form/Interview and associated tasks/References |
| * Shows awareness of and support of difference and ensure all pupils have equal access to opportunities to learn and develop.
 | Application Form/Interview and associated tasks/References |
| * Supports Loxley Primary School’s ethos and school offer as outlined in ‘Aiming High Together’ on the school’s website.
 | Application Form/Interview and associated tasks |
| * Demonstrate personal and professional conduct as outlined in the D of E’s Teacher Standards
 | Application Form/Interview and associated tasks/References |
| * Is able to think strategically, to identify opportunities for future developments and improvements. (desirable)
 | Application Form/Interview and associated tasks/References |
| * Can identify a need for and understand a clear process for the implementation of change and improvement in Early Years (desirable)
 | Application Form/Interview and associated tasks/References |
| * Has ability to select and prepare resources in a timely fashion necessary to lead activities.
 | Application Form/Interview and associated tasks/References |
| * Can respond effectively and efficiently to daily challenges seeking support appropriately.
 | Application Form/Interview and associated tasks/References |
| * Can identify potential for own professional development. (desirable)
 | Application Form/Interview and associated tasks/References |
| * Be a professional role model
 | Application Form/Interview and associated tasks/References |
| * Clear and effective in meetings and in one-to-one discussions
 | Application Form/Interview and associated tasks/References |
| **Safeguarding** |
| * Demonstrates that they ensure (or would ensure) that the welfare of children is safeguarded and promoted in line with current best practice, school policy and Local Authority advice.
 | Application Form/Interview and associated tasks/References |
| * Current DBS check (**essential – can be processed after selection at interview and associated tasks**)
 | Certificate (if successful at interview and associated tasks) |
| * References from previous trainers or employers **(essential)**
 | Copies of references if successful prior to interview and associated tasks |