



**East Bierley CE (VC) Primary
Person Specification – Class Teacher**

This Person Specification will act as a selection criteria mechanism and gives an outline of the types of person and the characteristics required to do the job.

Essential (E) :- without which candidate would be rejected.

Desirable (D) :- useful for choosing between two good candidates.

1 = Application Form 2 = Interview 3 = Observed Lesson/Practical Exercise 4 = Proof of Qualification

Please make sure that when you complete your application form, you give clear examples of how you meet the essential and desirable criteria.

Attributes	Essential	How Measured	Desirable	How Measured
Experience	Teaching within KS1 / KS2	1,2, 3	Experience leading a subject	1,2
	Teaching consistently strong and meets the needs of children	1,2,3	Teaching within EYFS	1
Skills/Abilities	Able to communicate with a variety of stakeholders (e.g. colleagues, parents, external agencies).	1,2,3	Able to train, coach and mentor others.	1,2
	Able to use IT effectively to support both the curriculum and work organisation.	1,2,3	Able to lead whole school events – for children and staff.	1,2
	Able to work as part of, and contribute to, a whole-school team.	1,2	Ability to support colleagues in school	1,2
	Able and confident to manage and direct other adults	1,2		
	Able to monitor and evaluate teaching and learning	1,2		
	Able to identify the necessary resources which ensure high quality teaching and learning	1,2,3		
	Able to assess the needs of individuals to inform lesson planning. Able to deliver high quality lessons, <u>evaluate the impact</u> of these and <u>develop future planning</u> accordingly.	1,2,3		
Equality Issues	Demonstrable commitment to inclusive teaching and learning.	2,3		
	Awareness of the effects of			

	discrimination on pupils, parents, colleagues and policy.	1,2		
Specialist Knowledge	Subject/KS, curriculum knowledge for the national curriculum	1,2,3	Ability to lead a subject	1,2
	Knowledge of SEND code of practice	1,2	Some developing knowledge about how to understand behaviour and mental health	1,2
Education and Training	Qualified Teacher Status	4	Interest in developing aspects of creative learning	1,2
	Evidence of ongoing CPD	1,2		
	Evidence of your teaching and learning	2	Ability and to promote and support new initiatives	1,2
			Interest in educational research	1,2
Other Requirements	Commitment to Health and Safety	1	Willingness to support and develop extra-curricular activities	1,2
	Child protection training	1		
	Willing to undertake an enhanced DBS check	1		

We will consider any reasonable adjustments under the terms of the Equality Act (2010), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

The postholder will ensure that school policies are reflected in all aspects of his/her work, in particular those relating to;

- (i) Equal Opportunities
- (ii) Health and Safety
- (iii) Data Protection Act (1984 & 1998)
- (iv) Code of Conduct

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people;
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- Emotional resilience in working with challenging behaviours; and, attitudes to use of authority and maintaining discipline.

The School is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Criminal Records Bureau'.

'CVs will not be accepted for any posts based in schools'