Hardwick
Primary School

Job Title: Class Teacher
PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE	EVIDENCE
EXPERIENCE			
Evidence of successful teaching experience	X		A/I
Experience of successfully teaching in more than one school/age range.		X	A/I
Evidence of curriculum coordination responsibilities and budget management.		X	A/I
Experience of using school management systems, learning platforms and communication networks.		X	A/I
EDUCATION AND TRAINING			
Qualified teacher status.	X		A
Evidence of appropriate professional development.	X		A/I
TEACHING AND LEARNING/CURRICULUM			
Up to date, comprehensive knowledge of curriculum developments.	X		A/I
Ability to plan learning in a creative cross curricular way.	X		A/I/O
Demonstrate good classroom practice.	X		O
Demonstrate excellent classroom practice.		X	O
Applies a working knowledge of school planning, evaluation and assessment.	X		A/I
Demonstrates knowledge and understanding of child development and pedagogy and its relevance to the process of teaching and learning with particular reference to the education of 3-11year olds.	X		A/I/O
A positive, proactive approach to school discipline and behaviour.	X		A/I
Evidence of involvement in and commitment towards the development and implementation of school's vision, aims and curriculum.	X		A/I
Evidence of understanding the importance of developing good relationships and the need for stimulating teaching in order to ensure engagement and progress in learning.	X		A/I/O
Ability to use ICT effectively to promote children's learning.	X		A/I
Some knowledge of the use of ICT in assessment.		X	A/I

EFFECTIVE RELATIONSHIPS AND NETWORKS			
Understanding of the roles and responsibilities of Governors.		X	A/I
Well developed views about all aspects of parent partnership and parent consultation.	X		A/I
Awareness of difficulties in encouraging parents to interact with school.	X		A/I
Commitment to forming positive relationships with other schools.	X		A/I
Ability to form good relationships with pupils, staff, parents and Governors.	X		A/I/O
INCLUSION AND SAFEGUARDING			
Evidence of an understanding and thought about the need for a differentiated curriculum and the integration of special needs in mainstream education.	X		A/I
Experience of children with special needs at both ends of the spectrum.	X		A/I
Experience of teaching children with English as an additional language.		X	A/I
Commitment to equal opportunities and inclusion.	X		A/I
Evidence of a good understanding and commitment to safeguarding, child protection and health and safety procedures.	X		A/I
PERSONAL QUALITIES			
Ability to innovate and contribute to the life of the school.	X		A/I
Positive, proactive, tidy and well organised.	X		A/I
Ability to reflect upon and engage in professional development in order to improve own knowledge, skills and understanding of primary practice.	X		A/I
Good communication and planning skills.	X		A/I
Well developed team working skills.	X		A/I
Can handle and resolve conflict through sensitive but firm negotiation.	X		I
Wider interests outside school that can be used to enrich school life.		X	A/I

A = Application I = Interview O = Observations/Tests