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