



## Person Specification – Class Teacher West Jesmond Primary School

### Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

#### Essential

1	A DfE recognised and relevant teaching qualification.
2	A demonstrable and proven track record of good to outstanding teaching.
3	A demonstrable and proven track of raising standards and accelerating progress for pupils.
4	A good, up to date knowledge and understanding of the current curriculum and how to be innovative and personalise learning to meet individual needs
5	The ability to be adaptive and use a range of teaching and learning strategies to engage all learners.
6	Experience of assessment for learning and using assessment data to plan, deliver and evaluate pupil progress.
7	Evidence of excellent behaviour management skills.
8	Evidence of appropriate, relevant and on-going professional development and training.
9	Good written communication skills.

#### Desirable

10	Experience of inclusive classroom practice of improving outcomes for children with Special Educational Needs.
11	Further professional qualifications related to education.
12	Experience of teaching across KS2/KS1
13	Subject expertise linked to specific curriculum areas
14	Expertise/experience that will enhance and enrich the experiences of our children

### Part B: Assessment Stage

Items 1 – 13 of the application stage criteria and the criteria below will be further explored at the assessment stage:

#### Essential

1	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress.
2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Able to engage and motivate learners in the school environment.
4	Able to contribute to and support the development of a subject area.
5	Have positive values, attitudes and have high expectations for all learners.
6	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well being.

7	Able to work collaboratively as a member of a team and contribute to the professional development of colleagues, including the sharing effective practice.
8	Able to plan, organise, prioritise and manage time effectively.
9	Good verbal and interpersonal skills.
10	Energetic, positive and enthusiastic.

#### **Desirable**

12	An ability to teach across the primary age range.
13	A willingness to contribute to extra curricular activities.
14	Willing and able to contribute to whole school development initiatives.
15	Ability to work with parents and the wider community, including attending events outside of the school day.

The following methods of assessment will be used:

<b>Method</b>			
Interview	Yes	Lesson Observation	Yes
Presentation	No		

#### **Part C: Additional Requirements**

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Identity checks
2	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
3	Additional criminal record checks if applicant has lived outside the UK
5	Prohibition check
5	DBS barred list check
6	Professional Registration/QTS
7	Two references from current and previous employers (or education establishment if applicant not in employment)
8	Medical clearance
9	Safer Recruitment Declaration
10	Right to work in the UK