

# ST ANDREW'S CE (VA) JUNIOR SCHOOL

## Person Specification – Class Teacher

Selection decisions are made on the criteria outlined below, during the application and at interview. It will be necessary for the candidate to demonstrate that they fulfil these criteria. Opportunities to show this include on application form, in letter, references, presentation, formal interview and observation

Criteria	Essential (E) Desirable (D)	Method of Assessment Application (A) Interview (I) References (R) Observation (O)
<b>Qualifications</b>		
Qualified Teacher Status	E	A
Degree or equivalent	E	A
Evidence of recent and relevant CPD	E	A
<b>Experience</b>		
Experience of delivering consistently good/outstanding teaching	E	A, I, R, O
Experience of teaching in KS2	E	A, I, R
Experience of working effectively with children with a range of additional needs	E	A, I, O
Experience of using ICT effectively across the curriculum	E	A, I
Experience of successfully implementing the curriculum	E	A, I, O
Experience of developing a creative, enriching curriculum with quality opportunities for developing literacy and numeracy skills	E	A, I, O
Experience of accurately assessing pupil progress and using assessment data to inform future learning opportunities	E	A, I
Successful experience of leading a curriculum area	D	A, I
<b>Abilities, Skills and Knowledge</b>		
The ability to maintain a well organised and vibrant learning environment which supports learning	E	A, I, O
Ability to work consistently, prioritise and delegate appropriately, to handle pressure and work to deadlines	E	A, I
Ability to communicate clearly and sensitively, both orally and in writing, with pupils, parents/carers, staff, governors, LA and the wider community	E	A, I
A knowledge and practical experience of strategies, policies and practice that promote equality of opportunity	D	A, I
Awareness and commitment to safeguarding and promoting the welfare of children and expecting all staff to share this commitment	E	A, I
<b>Teaching and Learning</b>		
An understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management	E	A, I, O

Criteria	Essential (E) Desirable (D)	Method of Assessment Application (A) Interview (I) References (R) Observation (O)
A secure understanding of a range of assessment strategies	D	A,I
Knowledge and experience of ensuring that all pupils make progress during a lesson, across a unit of work, over a half term and throughout the year	E	A,I,O
<b>Additional Factors</b>		
Willing to contribute fully to the life of the school	E	A,I
Willingness to promote further links with the local and wider community	E	A,I
Readiness to accept and implement change, openness and willingness to learn and flexibility	E	A,I
Has the ability to work flexibly within a team with a positive attitude	E	A,I
Be a team player who is able to inspire and motivate colleagues by the quality of their work	E	A,I
A commitment to the vision and ethos of a Church of England School	E	A,I

(E) – essential criteria (candidates must demonstrate that they have the ability to fulfil these aspects of the job description on day 1 of the post and without any additional training)

(D) – desirable criteria (the candidate must demonstrate the ability to be able to fulfil the desirable criteria of the post, with training and support)

All candidates will be short listed against the essential criteria. Only those candidates whose written application fulfils the requirements of the essential criteria will be shortlisted for interview. If a large number of candidates meet all the essential criteria, the panel will then consider the desirable criteria within the job specification.