

Appendix 2.5

St James' CE Junior School Person Specification – Class Teacher

We will base the selection process on these criteria. At each stage of the process, we will assess the merits of each application to determine how far the criteria have been met.

Beside each criterion we list the assessment method we will use.

	Requirement	Method of assessment
1	Qualification and Training	
	<ul style="list-style-type: none"> a. Degree level qualification b. Postgraduate professional qualification, e.g. Postgraduate Certificate in Education c. Qualified Teacher Status (including skills tests) d. Willingness to continue professional development relevant to the post 	Application Form certificates
2	Experience	
	<ul style="list-style-type: none"> a. Teaching a wide range of pupils within EYFS and/or KS1 & KS2, or KS3 & 4 for secondary school teachers b. Teaching within a multicultural setting c. Planning and managing the work of teaching assistants d. Working in a team to plan and teach 	Application Form Interview
	Personal qualities	
	<ul style="list-style-type: none"> a. Applies effective verbal and written communication skills b. Communicates effectively with children, staff, parents and governors c. Displays professionalism and a commitment to the school d. Creates an environment of trust e. Demonstrates a commitment to the involvement of parents in the work of the school f. Displays a commitment to safeguarding and promoting the welfare of pupils g. Acts as a positive role model to children h. Have high expectations for all pupils i. Good organisational and interpersonal skills 	Application form, interview, and other assessment activities
	Knowledge and understanding	
	<ul style="list-style-type: none"> a. Effective teaching and learning strategies b. The National Curriculum and the National 	Application form, interview, and other assessment

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	<p>Strategies</p> <ul style="list-style-type: none"> c. The application of ICT to support teaching and learning d. The use of assessment strategies to inform teaching including APP and Assessment for Learning e. The SEN Code of Practice and strategies for identifying SEN, very able and vulnerable pupils; f. Interest and/or expertise in a curriculum area g. Equal opportunities for all pupils 	activities
	Skills	
	<ul style="list-style-type: none"> a. Demonstrates enthusiasm and excellent class room practice b. Utilises report-writing skills to accurately report on pupils' progress c. Motivates pupils d. Contributes to extra-curricular provision e. Establishes positive relationships with children, staff, parents and governors f. Exercises flexibility in order to accommodate changes in work priorities. g. Adapts personal style to suit individual situation and needs h. Anticipates workload and plans ahead. i. Monitors own progress against key performance indicators 	Application form, interview, and other assessment activities
	Leadership/Management Skills	
	<ul style="list-style-type: none"> a. Ability to lead school based projects or developments 	Application form, interview, and other assessment activities

Newham Council is an Equal Opportunity Employer and recognises that some candidates may have been forced into an untypical or unconventional career path because of unavoidable personal circumstances or the prejudice they have met in life. Should this apply to you, we hope you will not be deterred from making an application, which will be considered on your overall fulfilment of the requirements of this person specification.