

## 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.

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

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