



# Flanderwell Primary School

## Person Specification – KS2 Class Teacher

<b>Key Areas</b>	Method of Assessment Int, App Form, Refs Qual/Cert
<b>(i) Professional experience</b>	
• Qualified Teacher Status	AF
• Evidence of participation in professional development or study	AF, Ref, Int
• Successful teaching experience or evidence of successful completion of initial teacher training	AF, Qual/Cert
• Willingness and ability to pursue professional learning/ further qualifications for the post	AF/Int
• Willingness to promote the ethos of a church school and be actively involved in relevant aspects of school life	AF/Int
• Working with children with a wide range of additional needs, including EAL, NTE and SEND.	AF/Int
• Knowledge of the National Curriculum requirements	AF/Int
<b>(ii) Ability to work within a professional team and to develop and promote the school's ethos and values within the Primary Phase</b>	
• Teaching to a high standard/willingness to develop	AF/Int/Ref
• Relates to and motivates pupils	AF/Int/Ref
• Ability to plan and assess for appropriate age range against curriculum age related expectations	AF/Int/Ref
• Works well within and contributes to team development	AF/Int/Ref
• Understands and values the processes of planning monitoring and evaluation as an aid to raising standards	AF/Int/Ref
• Good classroom management	AF/Int/Ref
• Evidence of a commitment to an equal opportunities policy both in service employment	AF/Int/Ref
<b>(iii) Ability to Communicate Clearly</b>	
• Good written and oral communication skills	AF/Int
• Good presentational and ICT skills	AF/Int/Ref
• Clear and effective in meetings and in one-to-one discussions	AF/Int/Ref
<b>(iv) Professional knowledge and understanding</b>	
In-depth knowledge of the primary curriculum	AF/Int/Ref
Understanding and experience of assessment systems and a clear understanding of giving effective feedback and target setting	AF/Int/Ref
Effective teaching and learning strategies, demonstrating impact on pupil progress	AF/Int/Ref
A commitment to inclusion and pupil wellbeing	AF/Int/Ref
A clear understanding of SEND issues	AF/Int/Ref
A clear understanding of safeguarding and how to ensure children's wellbeing	AF/Int/Ref

<b>(v) Ability to Lead (Other than ECTS)</b> <b>These are desirable and linked to the career stage of applicants</b>	
• Have a sound knowledge of subject leadership	AF/Int
• Have experience of leading a subject and able to demonstrate impact	AF/Int
• To make decisions on the basis of sound judgement	AF/Int
• Have strategies to monitor and evaluate developments in own subject	AF/Int
• Respond effectively and efficiently to daily challenges	AF/Int
• Have mentoring, motivational and coaching skills, or demonstrate a willingness to develop	
• Is able to lead, deploy and support Teaching Assistants effectively (All applicants)	AF/Int
• Be a professional role model	AF/Int
<b>(vi) Personal Qualities</b>	
• Be positive, enthusiastic and determined	AF/Int/Ref
• Able to work under pressure and recognise and manage stress, seeking support when necessary	AF/Int
• Have flexibility, sensitivity and tact	AF/Int
• Commitment to own learning and ongoing professional development	AF/Int/Ref
• High expectations of self and others.	AF/Int/Ref
• Ability to relate well to children and adults	AF/Int/Ref
• Willingness and ability to work with parents/ carers	AF/Int/Ref
• Effective organisational skills	AF/Int/Ref

#### **Further Requirements:**

- ✓ Application forms should be completed in full
- ✓ Letters should be clear, concise and address the job specifications
- ✓ Successful candidate's appointment will be subject to an enhanced DBS and other appropriate checks
- ✓ Requirements from confidential references: Two positive recommendations from written references - One from current employer/ most recent teaching experience giving confirmation of professional and personal knowledge, skills and abilities