

PERSONAL SPECIFICATION

POST TITLE: Lower Key Stage Two Classroom Teacher



	Essential	Desirable	Method of Assessment
Qualification	<ul style="list-style-type: none"> Qualified Teacher Status. 	<ul style="list-style-type: none"> Evidence of participation in recent professional development or further study that has impacted on teaching Evidence of skills that could contribute to the wider life of the school Current First Aid Certificate. 	Application form Selection Process Pre-employment checks
Safeguarding	<ul style="list-style-type: none"> Successful enhanced DBS disclosure. Knowledge of 'Keeping Children Safe in Education'. Demonstrate a secure knowledge of child protection and safeguarding procedures, including KCSIE. 	<ul style="list-style-type: none"> Level 1 and 2 Safeguarding Training. 	Application form DBS form Interview
Experience	<ul style="list-style-type: none"> A proven track-record of excellent teaching in a Primary School setting (ECT teachers are also welcome to apply). A track-record of raising pupil achievement over time. Experience of managing other adults and directing them effectively whilst working effectively within the team. Experience of managing children with SEND needs. Experience of managing children with diverse needs. 	<ul style="list-style-type: none"> Experience of working with children across Lower KS2. Experience of working with mixed age classes. 	Application form Selection Process Pre-employment checks
Skills / Knowledge	<ul style="list-style-type: none"> Ability to demonstrate consistently good or outstanding standards of classroom practice. Knowledge of the primary curriculum and how to ensure children are ready for the next phase of their education. To have high expectations for all members of the school and Federation and aspire to achieve the very best. Ability to create an inspiring and supportive learning environment. 	<ul style="list-style-type: none"> Ability to coach or mentor others. 	Application form Selection Process Pre-employment checks

	<ul style="list-style-type: none"> • Demonstrate an understanding of effective pedagogy and Quality First Teaching. • Effective use of IT within lessons and also as a management tool. • Ability to plan, prepare and deliver engaging and motivating lessons. • Ability to adapt approaches to cater for SEND children and those who require further challenge. • Ability to assess and analyse this information to plan effectively for each individual and target intervention, where necessary. • The ability to close gaps in learning whilst adhering to the school's policy on marking and feedback. • Ability to demonstrate effective behaviour management and promote positive learning behaviours and establish and maintain good relationships. • Promote, confidence, self-belief and resilience. • Knowledge of SEND needs and how to be inclusive. • Knowledge of British Values and Protected Characteristics and the ability to promote these throughout the curriculum. • Knowledge and understanding of the Teacher Standards. • Ability to organise work and classroom, prioritise tasks, make decisions and manage time effectively • Understanding and knowledge of current issues in education. • Excellent written and spoken English. • Good communication skills within all situations and with all stakeholders. • Ability to build and maintain relationships with parents, children, staff and others. 		
Personal Qualities	<ul style="list-style-type: none"> • The ability to work well within and lead a team. • Good organisational skills, reliable and punctual. • Approachable and conscientious. • Enthusiastic and inspiring whilst being highly motivated. • Shows warmth and is welcoming and approachable. 		Application form Selection Process Pre-employment checks

	<ul style="list-style-type: none">• Excellent interpersonal and communication skills• A positive role model for others with high standards.• Ability to demonstrate sensitive, resilient and proactive teamwork whilst working with others.• Demonstrates sensitivity to pupils' and parents' needs.• Self-motivated and interested in undertaking training and development where appropriate.• Has a commitment to the wider school life.• Ability to think creatively and imaginatively• A track record of making learning fun and challenging for all children, helping them develop a desire for learning and school• Ability to identify own professional development needs and a commitment to ongoing professional development• Has the ability to adhere to and uphold the school's vision.		
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