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| **Person Specification** |
|  | **Post Title:** | Class Teacher (Main Scale) |
| **School:** | St Andrew and St Francis CE Primary School |
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| **EDUCATION & QUALIFICATIONS** | **Essential** | **Desirable** | **Interview** | **Application** |
| Teaching Degree and QTS | **X** |  |  | **X** |
| Attendance at relevant courses  | **X** |  |  | **X** |
| Evidence of further advanced study, e.g. a second degree or qualification |  | **X** |  | **X** |
| **EDUCATION & QUALIFICATIONS** | **Essential** | **Desirable** | **Interview** | **Application** |
| At least 1 years recent full-time (or equivalent) teaching experience. | **X** |  |  | **X** |
| Evidence that the candidate has supported students effectively; experience of dealing with student in discipline, preferably in a caring and compassionate, but firm manner. | **X** |  |  | **X** |
| Evidence of successful organisation and administration |  | **X** | **X** | **X** |
| Successful experience of bringing about change in a logical and technically sound manner which was acceptable to the interested parties. |  | **X** | **X** | **X** |
| **PERSONAL QUALITIES** | **Essential** | **Desirable** | **Interview** | **Application** |
| Personal “presence” and confidence; warmth and sensitivity: flexibility and maturity of approach; enthusiasm and a sense of humour |  | **X** | **X** |  |
| Drive, energy, commitment, proven capacity for hard work and “willingness to go the extra mile”; capacity to manage own work pressure and that of others effectively |  | **X** | **X** |  |
| Commitment to partnership between school, parents, community, governing body and others who have an interest in the school  | **X** |  | **X** | **X** |
| Leadership skills, e.g. ability to influence positively and provide a structure for others in formulating policy, solving problems and implementing decisions effectively; caring and approachable; capacity to motivate and inspire teachers |  | **X** | **X** | **X** |
| Proven ability to work as a team member  | **X** |  | **X** | **X** |
| Outside interests  |  | **X** |  | **X** |
| **INTERPERSONAL SKILLS**  | **Essential** | **Desirable** | **Interview** | **Application** |
| Ability to develop and maintain good working relationships with students, teaching and non-teaching colleagues, parents, governors and others associated with the school |  | **X** | **X** |  |
| Ability to mediate, arbitrate and negotiate in appropriate circumstances |  | **X** | **X** |  |
| **JOB RELATED APTITUDES, SKILLS AND KNOWLEDGE** | **Essential** | **Desirable** | **Interview** | **Application** |
| Ability to effectively use knowledge of current educational management, personnel and curricular issues, recent reports and legislation  |  | **X** | **X** | **X** |
| Ability to communicate effectively with different audiences, orally and in writing  | **X** |  |  | **X** |
| Management skills, e.g., the ability to successfully build teams; motivate others; contribute to staff development; delegate; manage time; chair meetings  |  | **X** | **X** | **X** |
| Knowledge of curriculum developments and related matters |  | **X** | **X** | **X** |
| Good I.C.T. skills  |  | **X** | **X** |  |