

Archbishop Runcie Church of England (VA) First School

Person Specification: Class Teacher

Part A: Application Stage
The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	A DfE recognised and relevant teaching qualification.
2	Able to design and teach effective lesson sequences and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs (particularly challenging the most able).
3	Experience of teaching, either as a trainee or class teacher, and/knowledge of up to date teaching practices and educational research
4	A good knowledge and understanding of subject(s) / curriculum areas and the relevant statutory and non-statutory curricula / frameworks / research recommendations
5	A good, up to date working knowledge and understanding of effective teaching, learning and behaviour management strategies.
6	Good written and verbal communication skills including the use of Standard English
7	Ability to promote and support the strong Christian ethos
8	Evidence of relevant and on-going professional development and training, *(not applicable for a NQT.)*

Desirable

8	A BA/BSc Degree
9	Other interests / expertise that would benefit our children and our school
10	Knowledge of relevant examination / testing requirements
11	Able to support a curriculum area

Part B: Assessment Stage
Items 1 - 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress.
2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Able to engage and motivate learners in the school environment.
4	Able to contribute to and support the development of the curriculum.
5	Have (and model) positive values, attitudes and have high expectations for learners.
6	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their wellbeing.

7	Able to work collaboratively as member of a team and contribute to the professional development of colleagues, including the sharing of effective practice
8	Able to plan, organise and prioritise and manage time effectively.
9	Good verbal and interpersonal skills
10	Able to use IT knowledge and skills in the learning environment e.g. Tapestry, interactive boards
11	Have positive values, attitudes and have high expectations for learners and their behaviour

Desirable

12	A willingness and / or ability to teach across the First School age range
13	Willing and able to contribute to extra-curricular activities
14	Willing and able to contribute to whole school development initiatives / school improvement planning / self-evaluation

The following methods of assessment will be used:

Method		**Method**	
Interview	Yes	Presentation	No
Lesson Observation	Yes	Structured discussion with pupils	No
Curriculum Task	Yes	Other (specify)	No

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	Barred List Check
4	Professional Registration/QTS check with the National College for Teaching and Leadership
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Right to Work check and any other statutory check required by an educational establishment.
7	Medical clearance-as required under the Education (Health Standards) (England) Regulation 2003