

**ELM WOOD PRIMARY SCHOOL  
PERSON SPECIFICATION**

**POST: Class teacher – Main and Upper Professional Scale**

**Note to Applicants:**

**This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.**

The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.

The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the Essential Criteria.

The **How Identified** column shows how the Council/School will obtain the necessary information about you.

If the **How Identified** column says the **Application Form** next to an **Essential Criteria** or a **Desirable Criteria**, you **MUST** include in your application enough information to show **how** you meet these criteria. You should include examples from your paid or voluntary work.

	<b>ESSENTIAL CRITERIA</b>	<b>HOW IDENTIFIED</b>	<b>DESIRABLE CRITERIA</b>	<b>HOW IDENTIFIED</b>
<b>Qualifications and Experience</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status.</li> <li>• An excellent primary classroom practitioner who has high expectations and is committed to raising standards.</li> <li>• Evidence of ongoing professional development</li> </ul>	Application Form, Interview and Checking of certificates	<ul style="list-style-type: none"> <li>• Evidence of ongoing personal professional development.</li> </ul>	Application Form

	<b>ESSENTIAL CRITERIA</b>	<b>HOW IDENTIFIED</b>	<b>DESIRABLE CRITERIA</b>	<b>HOW IDENTIFIED</b>
<b>Skills and Knowledge</b>	<ul style="list-style-type: none"> <li>• Ability to work on own initiative, prioritising and managing time effectively.</li> <li>• Knowledge of current educational issues.</li> <li>• Knowledge of NC and school policy to</li> </ul>	Application Form and Interview	<ul style="list-style-type: none"> <li>• A good sense of humour.</li> <li>• Knowledge of the impact of ICT on Teaching and Learning.</li> </ul>	Application Form / Interview

	<ul style="list-style-type: none"> <li>support individual needs</li> <li>• Ability to establish and sustain good relationships with parents, pupils, governors, staff and the wider community.</li> <li>• Be committed to the development of self through appropriate CPD</li> <li>• Lesson plans that take account of individual needs and independent learning</li> </ul>			
--	---	--	--	--

**POST:Class teacher**

	<b>ESSENTIAL CRITERIA</b>	<b>HOW IDENTIFIED</b>	<b>DESIRABLE CRITERIA</b>	<b>HOW IDENTIFIED</b>
<b>Teaching and Learning</b>	<ul style="list-style-type: none"> <li>• Knowledge of assessment recording and reporting procedures.</li> <li>• Use a range of T&amp;L strategies and styles to ensure effective learning</li> <li>• Present appropriately demanding subject content to maintain pupil interest</li> <li>• Develop and maintain resources appropriate to Learning Objectives</li> <li>• Experience of and successful use of assessment data analysis to raise standards</li> <li>• Deployment of support staff</li> <li>• Analyse and evaluate children's learning to inform the next phase of T&amp;L</li> <li>• Create and maintain orderly and safe learning environment</li> <li>• Maintain good practice and implement appropriate developments</li> <li>• Set pupil targets, assess progress and maintain records</li> </ul>	Application Form and Interview	<ul style="list-style-type: none"> <li>• Awareness of school as an organisation.</li> <li>• Experience of SEN provision</li> </ul>	Application Form and Interview

<b>Pastoral care and partnership</b>	<ul style="list-style-type: none"> <li>• Ability to relate to staff and to identify problems or difficulties in own classroom management.</li> <li>• Encourage parental involvement</li> <li>• Maintain established links with local community and external agencies</li> <li>• Ensure a class code of conduct is implemented</li> <li>• Maintain a system of rewards and sanctions</li> </ul>	Application Form and Interview	<ul style="list-style-type: none"> <li>• Awareness of INSET procedures and opportunities.</li> </ul>	Application Form and Interview
<b>Personal Skills</b>	<ul style="list-style-type: none"> <li>• Enthusiasm, integrity, compassion, courage and humour.</li> <li>• High standard of interpersonal communicative skills</li> <li>• Self motivation and organisational ability.</li> <li>• Good sense of humour</li> <li>• Rigorous and thorough</li> </ul>	Application Form and Interview	<ul style="list-style-type: none"> <li>• Ambition.</li> </ul>	Application Form and Interview