

PERSON SPECIFICATION CLASS TEACHER

Springdale First School

Springdale First School and the Hamwic Education Trust are dedicated to appointing the best possible candidate for the position of Classroom Teacher. The successful candidate will have the ability to motivate and inspire those that they work with, break through the barriers of expectations and harness all opportunities to create a climate of success and achievement for all.

Classroom teachers will want to make a difference. They will be ready for a challenge and will bring a wealth of innovative and outstanding ideas to engage all stakeholders.

Our classroom teachers will be approachable and consistent; they will give and earn respect from our pupils, staff, parents and carers.

Essential Desirable Evidenced in:

Essential (E), Desirable (D) - Application (A), Interview (I)					
QUALIFICATIONS		E	D	A	I
1	Qualified Teacher Status	Y		Y	
2	Honours Degree (2:2 or above) or equivalent	Y		Y	
3	Evidence of recent professional development and study		Y	Y	
SUCCESSFUL EXPERIENCE		E	D	A	I
4	Successful teaching experience that has led to raising standards in teaching & learning and whole school progress	Y		Y	Y
5	Experience of leading a classroom teaching assistant and working within a larger team		Y	Y	Y
KNOWLEDGE AND UNDERSTANDING able to evidence and apply up to date, secure knowledge and understanding of:		E	D	A	I
7	National policies and developments in primary education, current educational issues, and the statutory and Ofsted frameworks within which a school operates to meet all pupils needs	Y		Y	Y
8	The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies);	Y		Y	Y
9	What constitutes excellent classroom practice and a clear understanding of the qualities of effective teaching and learning within the Ofsted framework	Y		Y	Y
10	The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEND and Child Protection		Y	Y	Y
SKILLS		E	D	A	I
11	Promote the school's aims positively, develop good personal relationships within a team		Y	Y	Y
12	The positive links and communication skills necessary within school and with all its stakeholders	Y			Y
13	Accurate use of assessment and data to inform plans and actions.	Y		Y	Y
14	Ability to engage parents/carers in the life of the school and communicate effectively (both orally and in writing) to a variety of audiences		Y	Y	Y
CHARACTERISTICS		E	D	A	I
15	Approachable, enthusiastic, Empathetic, patient Adaptable, resourceful Creative and organised Committed, resilient,		Y	Y	Y
TEACHING AND LEARNING able to demonstrate evidence of:		E	D	A	I
19	Effective teaching and learning styles	Y			Y
20	High expectations of behaviour across the school for students and staff	Y		Y	Y
21	Creating an effective, supportive and challenging learning environment				
22	Monitoring, assessment, recording and reporting of pupils' progress	Y		Y	Y

	PERSONAL ATTRIBUTES able to demonstrate evidence of:	E	D	A	I
22	Ability to think outside the box and bring clarity, excitement and innovation into the curriculum.	Y		Y	Y
23	Committed to undertaking continuous professional training	Y			Y
24	The ability to manage one's self, including time management, professional direction and development and an ability to work effectively, as part of a team, at all times including challenging circumstances	Y		Y	Y
25	Ability to establish and promote a safe, secure and healthy learning environment for pupils and staff. Ability to promote a healthy work-life balance for staff and oneself	Y		Y	Y
	ATTITUDES AND APPROACHES the successful candidate will:				
26	Demonstrate a positive approach with enthusiasm, resilience and perseverance and use this to motivate others and the ability to problem solve effectively	Y			Y
27	Committed to safeguarding and promoting the welfare of children and successfully DBS cleared	Y			Y