

**Escomb Primary School**  
**‘Growing & Learning Together.’**

**Class Teacher: Personal Specification**

CATEGORY	ESSENTIAL	DESIRABLE	METHODS OF ASSESSMENT
Application	<ul style="list-style-type: none"> <li>• Fully supported in reference</li> <li>• Well-structured supporting letter (no more than 1000 words)</li> <li>• Good standard of written and spoken English.</li> </ul>		
Qualifications	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> </ul>		<ul style="list-style-type: none"> <li>• Certificate</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Demonstrate good classroom practice</li> <li>• Successful experience of delivering a differentiated curriculum to pupils with a wide range of needs.</li> <li>• Experience in the use of ICT in teaching.</li> <li>• Successful experience of managing an exciting and stimulating classroom environment to support pupil learning and positive behaviour.</li> <li>• Ability to demonstrate high standards of classroom practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of leading a subject.</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• References</li> <li>• Interview</li> </ul>
Professional Development	<ul style="list-style-type: none"> <li>• Evidence of continuous professional development and commitment to further professional development.</li> </ul>	<ul style="list-style-type: none"> <li>• Child Protection Training</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• References</li> <li>• Interview</li> </ul>
Skills and Abilities	<ul style="list-style-type: none"> <li>• Evidence of ability to promote a positive ethos and pride in the school together with high standards of education, care and behaviour.</li> <li>• Have high expectations of all pupils and of raising pupil achievement and pupil progress</li> <li>• Ability to inspire motivate and support pupils to achieve their best.</li> <li>• Sound knowledge of ICT to support learning.</li> <li>• Good organisational ability</li> <li>• Knowledge and understanding of the monitoring, assessment, recording and recording of pupils’ progress.</li> <li>• The ability to evaluate own teaching and measure the impact of pupil progress</li> <li>• Ability to be flexible and reflective</li> <li>• Evidence of a sound knowledge of the current KS1/2 curriculum issues</li> <li>• Ability to readily establish professional relationships and work as part of a team.</li> <li>• Evidence of the ability to work co-operatively with multi-disciplinary professionals, governors and other agencies.</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of managing intervention groups in order to accelerate learning.</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• References</li> <li>• Interview</li> </ul>
Special Knowledge	<ul style="list-style-type: none"> <li>• Detailed knowledge of the structure and content of the new Primary National Curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• A personal interest to expand the provision for our children</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• References</li> </ul>

CATEGORY	ESSENTIAL	DESIRABLE	METHODS OF ASSESSMENT
	<ul style="list-style-type: none"> <li>• An understanding of the issues relating to and the ability to plan for children with Special Needs including Gifted and Talented</li> <li>• Understanding of current issues in education</li> </ul>		<ul style="list-style-type: none"> <li>• Interview</li> </ul>
Personal Attributes	<ul style="list-style-type: none"> <li>• Evidence of being able to build and sustain effective working relationships with staff, governors, parents/carers and the wider community.</li> <li>• Evidence of the ability to consult and seek advice and professional support as necessary.</li> <li>• Excellent communication skills.</li> <li>• The ability to initiate and manage change.</li> <li>• High quality care, guidance and support fir pupils and parents.</li> <li>• Sensitivity whilst working with others</li> <li>• Willingness to enter into the full life of the school community.</li> <li>• A well-developed sense of humour.</li> </ul>	<ul style="list-style-type: none"> <li>• Enthusiasm and commitment to develop a particular area of the extended curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• References</li> <li>• Interview</li> </ul>