

Person Specification – Regent Farm First School

Post: 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 plan and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.
3	Recent experience of teaching in KS1 or KS2.
4	A good knowledge and understanding of all curriculum areas and the relevant statutory and non-statutory curricula / frameworks.
5	A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies.
6	Good written communication skills.
7	Evidence of relevant and on-going professional development and training.
8	A strong understanding of how to use data and assessment to help every pupil reach the highest standards possible.
9	A thorough knowledge and understanding of the teaching and learning of phonics.
10	Able to relate well to pupils, parents and staff.

Desirable

8	Other interests/expertise that would benefit children at the school.
9	Expertise and interest in a subject area that will enrich the learning of children in our school.

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 in a key area of the curriculum.
5	Have 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 well-being.
7	Able to work collaboratively as member of a team and contribute to the professional development of colleagues, including the sharing effective

	practice.
8	Able to plan, organise and prioritise and manage time effectively.
9	Good verbal and interpersonal skills.
10	Able to use ICT knowledge and skills in the learning environment.

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	
Interview	Yes
Other Task	No
Lesson Observation	Yes

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 Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	Children's Barred List check
4	Confirmation of Qualifications and Qualified teacher Status
5	DfE Prohibition List Check
6	Identify and right to work in UK check
7	Two references from current and previous employers (or education establishment if applicant not in employment)
8	Medical clearance