

Person Specification Class Teacher & Phase Leader in KS2



Attributes	Essential/ Desirable	Method of Assessment
Experience		
Experience of teaching within the primary phase	Essential	Application form Interview
Evidence of successful primary practice	Essential	Application form Interview
Experience of curriculum leadership	Essential	Application form Interview
Evidence of supporting the development of other professionals	Essential	Application form Interview
Experience of teaching within KS2	Desirable	Application form
NCSL leading from the middle or similar	Desirable	Application form Interview
Knowledge and experience of school development planning	Desirable	Application form Interview
Experience of allocating and managing a budget	Desirable	Application form Interview
Experience of leading and managing within a school including subject leadership	Desirable	Application form Interview
Education and Qualifications		
Appropriate teaching qualifications	Essential	DfE number
Willingness to undertake further training to continue professional development	Essential	Application form Interview
Grades C/4 in Maths and English	Essential	Application form
Evidence of ongoing professional training	Desirable	Application form Interview
Skills and Abilities		
Excellent classroom practitioner	Essential	Application form Interview Classroom observations References
Ability to analyse, interpret and act on test data	Essential	Application form Interview
Effective communicator	Essential	Application form Interview Classroom observations References
Understanding of planning for differentiation in mixed ability classes	Essential	Application form Interview Classroom observations References
Ability to accommodate different learning styles within teaching	Essential	Application form Interview Classroom observations References
Knowledge and understanding of planning a stimulating curriculum with cross curricular links	Essential	Application form Interview Classroom observations References
Demonstrate a range of strategies for dealing with a variety of behaviours	Essential	Application form Interview Classroom observations References
Knowledge of current innovative practice in ICT	Desirable	Application form Interview
Improving learning and teaching in a core subject and across the wider curriculum		
An excellent classroom practitioner able to lead by example	Essential	
Knowledge and experience of a range of teaching and learning styles which reflect structured sequences of learning	Essential	
Ability to coach and mentor	Essential	
Clear understanding and commitment to safeguarding procedures	Essential	

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Proven impact on wider curriculum	Essential	
Strong knowledge of the national curriculum	Essential	
Up-to-date knowledge about developments in Education	Essential	
An understanding of good practice when quality assuring the work of colleagues	Essential	
Experience of organising/ delivering teacher or support staff training	Desirable	
Experience of undertaking performance management	Desirable	
Experience of supporting whole school behaviour management	Desirable	
Experience of observing and evaluating the quality of learning and teaching	Desirable	
Experience of leading a subject / project / improvement area / research project in current post. Please give details in your application.	Desirable	
Motivation and Personality		
Self-motivated	Essential	Application form Interview References
A sense of humour	Essential	Application form Interview References
Appreciation of the importance of a whole school 'team' atmosphere	Essential	Application form Interview References
Able to work effectively with a wide range of fellow professionals, external agencies and others	Essential	Application form Interview Classroom observations References
The ability to handle difficult situations sensitively	Essential	Application form Interview Classroom observations References
Working with people		
Strong interpersonal skills: ability to lead, motivate, challenge and inspire colleagues and give feedback in a supportive manner	Essential	Application form Interview References
Able to build team capacity	Essential	Application form Interview References
Able to establish credibility with all staff	Essential	Application form Interview References
Able to establish positive relationships with parents, carers and governors	Essential	Application form Interview References
Experience of working with other agencies or organisations	Desirable	Application form Interview References
Educational Values		
Commitment to teaching approaches which encourage all children to give their best irrespective of ability, gender, ethnic or social background	Essential	Application form Interview
Recognition of the importance of a stimulating environment	Essential	Application form Interview
A commitment to the priorities of our curriculum.	Essential	Application form Interview
Other Factors		
Eligibility to live and work in the United Kingdom	Essential	Right to Work in the UK check
Suitability to work with children	Essential	DBS certificate
Willing to react flexibly to new or unexpected situations	Essential	Interview