

Appointment of Teaching Staff Personnel Specification

Post Title Class Teacher	School/Centre Rounds Green Primary	
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The Personnel Specification aims to provide a clear picture of the person you want to carry out the post. It should record the main attributes which the person needs and should be drawn from a critical examination of the job description.

NOTES:

It is expected that **all** applicants for teaching posts will have the following general attributes:

- Basic teaching qualification
- Basic teaching skills
- Disposition factors (eg ability to relate to others, ability to organise, caring, co-operative, etc.)

It is therefore not necessary to ask for these when completing the personnel specification. However, specific criteria should be stated when required, eg for a post which carries a specific responsibility.

	Essential Requirements	N/A	How Identified
1. Physical			Job History from application form and reference. Performance on interview process. Sickness/Medical History information will be obtained from successful candidate after conditional offer of employment has been made.
2. Qualifications/Relevant Experience	Qualified Teacher Status Experience of working with primary age children in KS2. Understanding of the needs of vulnerable pupils, including those with SEN.		Formal possession of an appropriate qualification to be verified at interview or from records. Employment history record.

	Essential Requirements	N/A	How Identified
<p>3. Training/Special Knowledge</p> <p>What does the post require in the way of: specific and/or specialist training/knowledge eg counselling, pastoral care, interpersonal skills. Practical training in the use of specific equipment.</p>	<p>Understanding of assessment for learning and able to use data to track pupil progress</p> <p>Proactive approach to professional development.</p> <p>A clear understanding of the National Curriculum and good subject knowledge.</p> <p>A clear understanding of how children learn.</p> <p>An ability to motivate and inspire children, parents and staff to ensure pupils make good progress.</p> <p>Proactive approach to further professional development.</p> <p>Has a personal interest or skill which could be used to enhance the opportunities offered to children.</p>		<p>Past training employment history from application form and records.</p> <p>Selection process by demonstration of ability to display knowledge and skills at the interview.</p>
<p>4. Circumstances (Personal)</p>	<p>Able to attend occasional events beyond the school day e.g. parent workshops and governing body meetings</p>		<p>Ensuring candidates are aware of these requirements from the post description. Interview questions and application form details.</p>
<p>5. Practical and Intellectual</p>	<p>Have high expectations of children and adults.</p> <p>Positive and enthusiastic attitude and willingness to learn.</p> <p>Well organised and able to meet deadlines</p> <p>Willing to work with children across the primary age range.</p> <p>Have excellent oral and written communication skills.</p>		<p>Performance in related selection process.</p>
<p>6. Any other additional requirements specific to this post.</p>	<p>Enhanced DBS Check required. TA Registration.</p>		