

Grange Primary School (part of Orwell Multi Academy Trust)

Person Specification – Class Teacher

<p>Training & Qualifications</p> <ol style="list-style-type: none"> 1. Qualified Teacher Status 2. Evidence of continuing and recent professional development relevant to the post 3. Knowledge and experience of delivering the National Curriculum (2014) and a mastery approach 4. Knowledge and experience of delivering the Early Years Foundation Stage framework 	<p>Essential Essential Essential Desirable</p>
<p>Knowledge and understanding</p> <ol style="list-style-type: none"> 1. Understanding of equality of opportunity issues and how they can be effectively addressed in schools. 2. The knowledge and understanding of current theory and best practice in learning and teaching, particularly as this relates to high achievement and attainment. 3. High expectations of progress and attainment for ALL pupils, and a positive approach to overcoming barriers to learning 4. Understanding of a diverse range of teaching and learning styles and techniques. 5. Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and high standards. 6. Good understanding of effective procedures for managing and promoting positive behaviour among pupils. 7. Good understanding of the role of parents and the community in school improvement and how this can be practised and developed. 8. Clear understanding of data analysis and the important impact this can have on achievement and attainment. 	<p>Essential Essential Essential Essential Essential Essential Essential Essential</p>
<p>Experience</p> <ol style="list-style-type: none"> 1. Successful experience of teaching in the relevant phase and ideally experience in other key stages. 2. Proven record of raising attainment. 3. Experience of promoting positive behaviour conducive to learning and which is focused on raising standards. 4. Experience of promoting highly effective communications within and between teams and other stakeholders in the school community. 5. Experience of leading a subject or whole-school initiative. 	<p>Desirable Essential Essential Essential Desirable</p>



Characteristics and Competencies	
1. Ability to promote the school's aims positively.	Essential
2. Ability to develop good personal relationships within a team; making an effective contribution to high morale.	Essential
3. Ability to establish and develop close relationships with parents, governors and the community.	Essential
4. Ability to communicate effectively (both orally and in writing) to a variety of audiences.	Essential
5. Ability to create a happy, challenging and effective learning environment	Essential
6. Enthusiastic about learning, determined and have a drive to inspire others to achieve high standards.	Essential
7. An appetite and stamina for challenging work.	Essential
8. High expectations of yourself and the children you are working with.	Essential
9. Effective personal organisation and time management skills	Essential
10. Flexibility and a solution focused approach	Essential
11. A solution-focused mindset and determined "no-excuses" approach to raising standards.	Essential
12. A personable nature to build effective relationships with parents and all members of the school community.	Essential
13. Ability and keenness to promote the school and trust's positive culture and ethos.	Essential
14. A desire to be involved in whole school improvement	Essential