**Person Specification: Key Criteria in addition to the statements in the advert**

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|  | **ESSENTIAL** |
| **Training & Qualifications** | * Qualified Teacher Status * Evidence of continuing and recent professional development relevant to the post. |
| **Knowledge & Skills** | * Understanding of equality of opportunity issues and how they can be effectively addressed in schools. * The knowledge and understanding of current theory and best practice in learning and teaching, particularly as this relates to high achievement and attainment. * Understanding of a diverse range of teaching and learning styles and techniques. * Good understanding of the importance of culture and ethos and how these impacts on morale, high expectation and high standards. * Good understanding of the role of parents and the community in school improvement and how this can be practised and developed. |
| **Characteristics & Competencies** | * Ability to promote the schools aims positively. * Ability to develop good personal relationships within a team: making an effective contribution to high morale. * Ability to create a happy, challenging and effective learning environment. * Boundless enthusiasm, determination and drive to inspire others to achieve high standards. * A solution focussed mind-set. * A personable nature to build effective relationships with parents and all members of the school community. * A lively, creative and good-humoured approach to all aspects of teaching, management and leadership. * Ability and keenness to promote the schools’ positive culture and ethos. * Ability to establish and develop close relationships with parents, governors and the community. * Ability to communicate effectively (both orally and in writing to a variety of audiences). |

**Job Description**

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| **Post Title:** | Class Teacher |
| **Scale:** | MPS/UPS as appropriate |
| **Line Manager:** | Deputy Headteacher (Teaching and Learning) |

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| **Main purpose of the job:** | * To manage all aspects of teaching and learning, delivering high-quality lessons for the pupils. * To be an effective and reflective practitioner, able to demonstrate and share good practice. * Plan and prepare lessons with regard to the individual needs within the class and reflecting the school ethos and curriculum values. |
| **Values & Practice:** | * ensuring that children experience an education that is personalised to their particular needs. * monitoring the progress of children and taking appropriate action * having high expectations of all children * commitment to the raising of educational achievement * treating children with respect and consideration * developing children as learners * promoting positive values, attitudes and behaviours * contributing to, and sharing in, the life of Riversdale Primary School * supporting the contribution that other professionals make to learning * evaluating the learning of children * securing their knowledge and understanding of subject areas they are teaching * employing a range of agreed school strategies to promote good behaviour and establish a purposeful learning environment |
| **Planning & Expectations** | * be aware of children’s capabilities and their prior knowledge and skills, effectively planning to build upon these. * Promote a love of learning. * Reflect upon the effectiveness of lessons. * Contribute to the design and provision of a curriculum that is wide, inclusive and reflects the world we live in. * Have a secure understanding of how a range of factors can inhibit pupils’ ability to learn and how to best overcome these. |
| **Monitoring & Assessment** | * using agreed school monitoring and assessment strategies to evaluate the progress of children * Give pupils regular feedback and encourage reflection on knowledge learnt as well as making links to previous learning. assessing the progress of children within relevant assessment framework * generating attainment and progress reports for parents, carers, other professionals and children |
| **Classroom Management** | * building successful relationships with children * establishing a purposeful learning environment * interesting and motivating children * employing interactive teaching and collaborative group work * promoting active and independent learning * accounting for the variance in interest, experience and achievement to help children make progress * organising and managing learning time effectively * Follow the school’s positive behavior policy. * using ICT effectively to encourage and support learning |
| **Wider Professional Responsibilities** | * Make a positive contribution to the wider life and ethos of the school * Develop professional relationships and have a desire to work collaboratively. * Be a lifelong learner. * Communicate effectively with pupils, colleagues and parents and carers. |
| **Personal & Professional Conduct** | * Demonstrate consistently high standards of personal and professional conduct * Be committed to collaboration and co-operative working * Build relationships built upon mutual respect * Show tolerance and respect for the rights of others. * Have safeguarding always first in mind. * Have proper and professional regard for the ethos, policies and practices of Riversdale School. |