



Holdbrook Primary and Nursery School

Personal Specification for Class Teacher

	Essential	Desirable
Qualifications		
Educated to degree level	✓	
Qualified teacher status	✓	
Evidence of further professional development		✓
Experience		
Proven experience as a classroom teacher in a mainstream primary school	✓	
Proven experience as a classroom teacher, teaching in Early Years	✓	
Proven experience as a classroom teacher teaching across the whole primary range		✓
Assessing pupils progress through formative and summative assessments	✓	
Proven experience as a subject leader	✓	
Professional Knowledge and Understanding		
Have a sound knowledge of the Early Years Framework and Developmental Matters	✓	
Have a sound knowledge and understanding of the National Curriculum		✓
Knowledge and experience of effective teaching and learning styles, including how to personalise learning to provide opportunities for all learners to achieve their potential	✓	
Knowledge and experience of effective behaviour management strategies	✓	
Monitoring, assessment, recording and reporting of pupil's progress	✓	
Knowledge of effective strategies to include, and meet the needs of, all pupils in particular underachieving groups of pupils. E.g. pupils with EAL, disadvantaged and SEN	✓	
Understanding of and commitment to the school policies, in particular: <ul style="list-style-type: none"> • Participation and implementation of the School Behaviour Policy • Awareness of Health and Safety implementation in the work place • Implementation of the school Equal Opportunities Policy • Ensuring safeguarding procedures are followed to promote the welfare of all children 	✓	
Professional Skills and Abilities		
Be able to promote high standards of English, communicating effectively (both orally and in writing) to a variety of audiences	✓	
Sound ICT knowledge and skills relating to class teaching and be able to demonstrate the effective use of ICT to enhance teaching and learning	✓	
Must be able to plan lessons for all the pupils in a class	✓	
Must be able to keep records of all pupil progress in line with school policy	✓	
Must be able to use assessment of pupils' learning to inform future planning	✓	
Ability to develop good professional relationships within a team, to plan and work collaboratively	✓	
Create a happy, challenging and effective learning environment	✓	
Personal Qualities		
Promote the aims and values of the school, creating a positive ethos.	✓	
Must be willing and enjoy engaging parents in order to encourage their close involvement in the education of their children	✓	
Must be enthusiastic and committed to educating nursery and primary aged children	✓	
Must be approachable and friendly	✓	

Must be well organised and be able to manage own work load effectively	✓	
Good interpersonal skills, with the ability to enthuse and motivate themselves, others and develop effective partnerships	✓	
Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit	✓	
To practice equal opportunities in all aspects of the role and around the work place in line with policy	✓	
To maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post	✓	