



**Personnel specification**

**Post title – Class Teacher**

<b><u>Attributes</u></b>	<b><u>Essential</u></b>	<b><u>Desirable</u></b>	<b><u>How identified</u></b>
<b>Qualifications</b>	Qualified teacher status.	Good honours degree or equivalent. Post Graduate study (PGCE). Higher degree or other relevant qualifications.	Application form Certificates brought to interview
<b>Experience</b>	Keen interest in the arts, music and a creative curriculum.  Experience of involvement with parents and community.	Class teaching experience across the primary age range. Experience of dealing with challenging children.	Application form References Interview
<b>Practical and Intellectual Skills</b>	Excellent practitioner. Willingness to manage a curriculum area. Ability to establish good relationships with Governors, staff, parents, pupils and the community. High standard of literacy and communication skills. Ability to organise extra-curricular and whole school activities.	Experience of innovative curriculum development	Application form References Observation Interview
<b>Special knowledge</b>	Understanding of the EYFS Framework and pupil learning outcomes. Child centred ethos Equal opportunities and multi-cultural issues in a church school. Using assessment to improve performance in your current setting. Outdoor education as a passion. Establishing an observational learning environment with children's interests at its centre.	Experience of managing additional adults. Ability to play the guitar and / or piano for assembly / song time	Application form Observation Interview
<b>Training</b>	Evidence of up-to-date relevant training	Evidence of keeping up to date with current educational issues.	Application form Interview
<b>Disposition – personal &amp; professional qualities</b>	Friendly, fair and equitable. Readiness for challenge. Openness and willingness to learn. Commitment to parental and community involvement. Commitment to equality for all in all its forms. Professional confidentiality and discretion.	Whole “rounded” personality. Interests for a work / life balance.	Application form Observation Interview
<b>Additional factors relating to the status of the school</b>	Committed to teaching Christian Values. Committed to developing Hebden Royd as a Church School serving the needs of the community.	Communicant member of a church.	Application form Interview
<b>Additional factors</b>	Willingness to make evening and weekend commitments to the school.		Application form Interview