



Bishop Aldhelm's C.E. Primary School

Loved by God; United in Learning

Headteacher: Scott Tait

Deputy Headteacher: Lizzie Sharpe

*Love, Unity,
Courage
and Inspiration*

Person Specification for Class Teacher

MPR/UPR Salary Range

<u>Essential</u>	<u>Desirable</u>	<u>Method Of Assessment</u>
<u>Qualifications</u>		
<ul style="list-style-type: none"> ▪ Qualified Teacher status 	<ul style="list-style-type: none"> ▪ National Curriculum Subject specialism at graduate/post graduate level 	<ul style="list-style-type: none"> ▪ Application
<ul style="list-style-type: none"> ▪ Degree or equivalent 		<ul style="list-style-type: none"> ▪ Application
<u>Safeguarding/Child Protection and Behaviour</u>		
<ul style="list-style-type: none"> ▪ Total commitment to upholding the school's Safeguarding/Child Protection Policy 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ The ability to effectively resolve issues of pupil behaviour in line with school policy 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ Total commitment to the school's work in respect of British Values 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<u>Pupil Progress, Teaching, Learning and Subject Leadership</u>		
<ul style="list-style-type: none"> ▪ A track record of highly successful experience as a teacher or trainee teacher within the Primary phase 	<ul style="list-style-type: none"> ▪ Experience as a key stage 1 or key stage 2 teacher which has led to a thorough understanding of the needs of children and of the statutory requirements which need to be met in Key Stage 1 and 2 	<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ A thorough understanding of Assessment and Standards within the Primary phase and the ability to statistically analyse children's outcomes 	<ul style="list-style-type: none"> ▪ A track record as a successful subject leader, including monitoring, across a school 	<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ A total commitment to ensuring the highest of pupil outcomes/achievements across the curriculum 	<ul style="list-style-type: none"> ▪ A thorough understanding of the OFSTED requirements for subject leadership and the ability to meet these requirements 	<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities

<u>Essential</u>	<u>Desirable</u>	<u>Method Of Assessment</u>
<ul style="list-style-type: none"> ▪ The ability to inspire children and adults across the Primary phase in the subject / aspect of learning which he/she leads and to foster a whole-school-community love of the subject 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<u>Communication and Self-Evaluation Skills</u>		
<ul style="list-style-type: none"> ▪ The ability to communicate clearly and effectively, both in writing and orally, with colleagues, parents, governors and all school partners as appropriate 	<ul style="list-style-type: none"> ▪ A proven track record of successful communication with colleagues, parents, governors and all school partners 	<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ The skill to negotiate and consult 	<ul style="list-style-type: none"> ▪ Evidence of successful outcomes from negotiating and consulting 	<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ The ability to self-evaluate and engage in whole school Self-Evaluation work 	<ul style="list-style-type: none"> ▪ Experience of self-evaluating and engaging in whole school Self-Evaluation work 	<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ Confident and proficient ICT skills and knowledge 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ The ability to work calmly and supportively as part of the staff team 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<u>Self Management Skills</u>		
<ul style="list-style-type: none"> ▪ The ability to plan time and organise work effectively which includes the skills to: <ul style="list-style-type: none"> - Prioritise and manage time - Work under pressure and meet deadlines - Be self motivating and set personal goals 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ The ability to be flexible and to assume new responsibilities with a positive, proactive, professional attitude 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<u>School (including CE) Ethos</u>		
<ul style="list-style-type: none"> ▪ Total Commitment to 'The Spirit of Bishop Aldhelm's' 		<ul style="list-style-type: none"> ▪ Application and Interview/Selection activities
<ul style="list-style-type: none"> ▪ Total Commitment to our school values of Love, Unity, Inspiration and Courage 		<ul style="list-style-type: none"> ▪ Application and Interview/Selection activities
<ul style="list-style-type: none"> ▪ Total commitment to the school's Religious Foundation and Church of England ethos 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ The ability to lead worships with primary-aged children 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities

<u>Essential</u>	<u>Desirable</u>	<u>Method Of Assessment</u>
<ul style="list-style-type: none"> ▪ A total commitment to ‘team’ and ‘team ethos’ 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ A total commitment to our school’s Vision Statement 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<u>Personal Attributes</u>		
<ul style="list-style-type: none"> ▪ Flair, Creativity and Innovation 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ Loyalty 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ The ability to keep confidences 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ Positive outlook 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ Proactive 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ Adaptability to changing circumstances and ideas 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ Energy and enthusiasm 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ Reliability and integrity 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ Caring 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ Calm 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ Reassuring 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ Sense of Humour 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ Understanding 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ Flexible 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ Kind 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ Approachable 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities
<ul style="list-style-type: none"> ▪ A good listener 		<ul style="list-style-type: none"> ▪ Application, References and Interview/Selection Activities

<u>Essential</u>	<u>Desirable</u>	<u>Method Of Assessment</u>
▪ Empathetic		▪ Application, References and Interview/Selection Activities
▪ Enthusiastic		▪ Application, References and Interview/Selection Activities
▪ Organised		▪ Application, References and Interview/Selection Activities
▪ Patient		▪ Application, References and Interview/Selection Activities
▪ Resourceful		▪ Application, References and Interview/Selection Activities
▪ Knowledgeable		▪ Application, References and Interview/Selection Activities
▪ Diplomatic		▪ Application, References and Interview/Selection Activities