



THORNHILL PRIMARY SCHOOL

Class Teacher – Person Specification

All post-holders are expected to demonstrate a commitment to Equal Opportunities and a proven ability to work effectively in culturally and linguistically diverse classrooms.

Training & Qualifications

1. Qualified Teacher Status
2. Evidence of continuing and recent professional development relevant to the post

Essential

Knowledge and understanding

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. Understanding of a diverse range of teaching and learning styles and techniques.
4. Good understanding of the importance of culture and ethos and how this impacts on morale, high expectation and high standards.
5. Good understanding of effective procedures for managing and promoting positive behaviour among pupils.
6. Good understanding of the role of parents and the community in school improvement and how this can be practised and developed.
7. Clear understanding of data analysis and the important impact this can have on achievement and attainment.

Experience

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.

Desirable Characteristics and Competencies

1. Ability to promote the school's aims positively.
2. Ability to develop good personal relationships within a team; making an effective contribution to high morale.
3. Ability to establish and develop close relationships with parents, governors and the community.
4. Ability to communicate effectively (both orally and in writing) to a variety of audiences.
5. Ability to create a happy, challenging and effective learning environment.
6. Boundless enthusiasm, determination and drive to inspire others to achieve high standards
7. An appetite and stamina for challenging work
8. A solution-focussed mindset and determined "no-excuses" approach to raising standards
9. A personable nature to build effective relationships with parents and all members of the school community
10. A lively, creative and good-humoured approach to all aspects of teaching, management and leadership
11. Ability and keenness to promote the school's positive culture and ethos

When completing the supporting statement applicants should address each of the selection criteria with clear evidence of success