

Houghton Primary School

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Headteacher: Andrew Spencer



Working hard to achieve our best

Houghton Primary School is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Safeguarding procedures are rigorously followed in every stage of recruitment and induction. Appointment will be subject to checking of qualifications, references and a clear DBS check.

PERSON SPECIFICATION - CLASS TEACHER

	Essential	Desirable	Ascertained by
Qualifications and Training	<ul style="list-style-type: none"> DfE recognised Qualified Teacher Status 		<ul style="list-style-type: none"> Application form Documentary evidence
Experience	<ul style="list-style-type: none"> Open to experienced teachers or ECTs Experienced in working with other adults, support staff, teachers and other professionals in the classroom Experienced in working in partnership with parents Experienced in working in partnership with external agencies in the support of children with wider needs in the classroom 		<ul style="list-style-type: none"> Application form/letter References Interview
Knowledge, Skills and Aptitudes	<ul style="list-style-type: none"> Good subject knowledge across Primary phase Good knowledge and skills in teaching phonics, early reading and writing, communication and mathematics Ability to plan effectively for children's learning according to their needs and levels of attainment using information gained from rigorous assessment practice Knowledge, understanding and good application of the processes of assessment and record keeping and their use to promote educational and personal development of the children Ability to make use of appropriate data to analyse the performance of pupils and set targets Ability to manage behaviour positively and effectively Ability to support children with identified Special Educational Needs, including provision identified within an Education, Health 	<p>Ability to work with another teacher to lead a curriculum area or other whole school development area across the whole school.</p>	<ul style="list-style-type: none"> Application form/letter References Interview

	Essential	Desirable	Ascertained by
	<p>and Care Plan</p> <ul style="list-style-type: none"> • Ability to communicate confidently and clearly to a variety of groups (adults and children) • Ability to work as part of a team and develop positive relationships with children, colleagues, parents and where appropriate, outside agencies • Ability to demonstrate a commitment to equality of opportunity for all children • Ability to demonstrate a commitment to high educational standards and to maximising the achievements of all children • Ability to demonstrate a commitment to continuing professional development • An understanding of the role of parents and the community in school improvement and how this can be promoted and developed 		
Commitment to	<ul style="list-style-type: none"> • Working with parents, celebrating children's skills and talents as well as being proactive in working together to address concerns • Rigorous, proactive safeguarding of all children • Contributing to school life and building effective relationships with all members of the school community • Evaluating, reviewing and adapting teaching to maximise children's achievements • Developing professional skills and knowledge through continuing professional development 		<ul style="list-style-type: none"> • Application form/letter • References • Interview
Personal Qualities	<ul style="list-style-type: none"> • Self motivated and hard working • Able to initiate ideas and put them into practice • Creative thinker • Good team player • A sense of humour and the ability to make learning experiences fun 		<ul style="list-style-type: none"> • Application form/letter • References • Interview