



Hempstead Junior School
Personal Specification; Classroom Teacher

Requirement	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Teaching qualification – teaching degree or degree with PGCE, minimum teaching certificate for experienced teachers 	
Professional Knowledge Experience and Abilities	<ul style="list-style-type: none"> • Knowledge of the characteristics of effective teaching and learning • A good knowledge of the Primary National Curriculum • Experience of teaching in KS2 • Experience in using a range of strategies to meet individual learning needs • Ability to plan and deliver differentiated lessons where pupils are actively involved in their own learning • Ability to demonstrate effective classroom practice, including thorough planning and demanding expectations • Ability to set clear targets for learning, using assessment effectively and tracking pupil progress • An understanding of Special and Additional Educational Needs 	<ul style="list-style-type: none"> • Knowledge of effective ways of working with parents and carers • Knowledge of an area of curriculum and the ability to lead this (experienced teachers only) • Experience of meeting the needs of EAL and AEN pupils
Personal Skills and Qualities	<ul style="list-style-type: none"> • Ability to use ICT to a high level for teaching, learning and personal record keeping • Work as an effective member of a year group team, ensuring the delivery of high quality teaching and learning • Ensure high levels of pupil interest and motivation • Promotion of consistent behaviour and discipline • Make warm and open relationships with adults and children • Be committed to safeguarding and the promotion of the welfare of children • Have good personal organisation skills • Be positive, creative and energetic • Show a continued commitment to professional development 	<ul style="list-style-type: none"> • Knowledge of Assessment for Learning and the use of developmental marking and feedback • Experience of using interactive whiteboards • Have a good and appropriate sense of humour • Have a good health record

Guidance for Candidates

Candidates must apply through the agreed application form. The application form and any personal supporting statement will be used in drawing up short lists for interview. Candidates should ensure that they provide evidence that they meet the essential requirements as a minimum, in order to be eligible for short listing.

Visits to the school are warmly welcomed.

The interview panel will consist of senior staff of the school. At interview, short listed candidates will be expected to answer questions about professional knowledge, experience and abilities as well as questions regarding personal skills and qualities. The interview will also look at knowledge and understanding of safeguarding and promoting the welfare of children.

Short listed candidates will also be expected to teach an observed teaching activity. The content of this activity will be given to candidates before the interview.

The candidate must provide details of two references, one of which must be the last employer. References will be sought before interview, and the contents of these may be discussed.

Candidates will be given the opportunity to self-disclose any convictions or cautions that may be identified through the DBS check.

The successful candidate will have to meet the requirements of the person specification and will be subject to pre-employment checks including;

- Identity
- Health Check
- Satisfactory References
- Qualifications
- DBS/ appropriate overseas checks
- Professional status
- Eligibility for working in the UK
- Any prohibited lists