



**Thirsk Community Primary School**  
**CLASS TEACHER/ KS1 LEADER/ LEADER OF MATHEMATICS or PHONICS PERSON SPECIFICATION**

FACTOR	ESSENTIAL	DESIRABLE	ASCERTAINED BY
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>➤ Qualified Teacher Status</li> <li>➤ Degree</li> </ul>		Application Form Documentary Evidence
<b>EXPERIENCE</b>	<ul style="list-style-type: none"> <li>➤ Having an impact to improving teaching and learning and raising academic standards in terms of attainment and progress across KS1.</li> <li>➤ Evidence of whole school responsibilities and experience of turning policy into effective and successful practice ensuring teaching has an impact on learning.</li> <li>➤ Having a positive impact on a group of professionals including teachers and support staff.</li> <li>➤ Creativity in terms of an initiative you have introduced to a school that had a significant impact on pupil attainment and progress.</li> <li>➤ Initiating and implementing an innovative approach to teaching and learning and or curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Successful Ofsted experience.</li> <li>➤ Recent experience of working successfully as a leader in a school across KS1.</li> <li>➤ Using ICT to have an impact on learning and engagement.</li> <li>➤ Leadership including responsibility for raising standards across KS1.</li> </ul>	Application Form Documentary Evidence
<b>KNOWLEDGE AND UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>➤ A clear understanding of the National Curriculum and its application.</li> <li>➤ Knowledge of provision based learning..</li> <li>➤ Knowledge and understanding of Primary Curriculum and its application.</li> <li>➤ Be able to develop a creative curriculum.</li> <li>➤ Motivate and inspire pupils.</li> <li>➤ An understanding of team work.</li> </ul>		<ul style="list-style-type: none"> <li>➤ References</li> <li>➤ Interview</li> </ul>
<b>COMMUNICATION</b>	<ul style="list-style-type: none"> <li>➤ The ability to communicate effectively in a verbal and written form to a range of audiences.</li> </ul>		<ul style="list-style-type: none"> <li>➤ Application Form</li> <li>➤ Interview</li> </ul>

<b>SKILLS AND APTITUDES</b>	<ul style="list-style-type: none"> <li>➤ The ability to teach a wide range of subjects across the primary age range.</li> <li>➤ The ability to use effectively a variety of teaching and organisational styles and resources including ICT.</li> <li>➤ A willingness to work throughout the Primary School.</li> <li>➤ The ability to develop and maintain good professional relationships and contribute positively to curriculum development.</li> <li>➤ The ability to set high standards and provide a role model for staff and pupils.</li> <li>➤ The ability to deal sensitively with people and resolve conflicts.</li> <li>➤ The ability to work with and deploy staff and resources effectively.</li> </ul>	The ability to contribute to a specific curriculum area or areas (phonics or mathematics)	<ul style="list-style-type: none"> <li>➤ Application Form</li> <li>➤ References</li> <li>➤ Interview</li> <li>➤ Specific Qualifications or experience</li> </ul>
<b>DISPOSITION</b>	<ul style="list-style-type: none"> <li>➤ Be committed to raising the levels of achievement of children of all abilities</li> <li>➤ Be able to work as part of a team</li> </ul>		<ul style="list-style-type: none"> <li>➤ Application Form</li> <li>➤ References</li> <li>➤ Interview</li> </ul>
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>➤ Passionate about Learning and Teaching</li> <li>➤ Display warmth, care and sensitivity in dealing with children</li> <li>➤ Open minded, self evaluative and adaptable to changing circumstances and new ideas</li> <li>➤ Able to enthuse and reflect upon experience</li> <li>➤ Willingness to be involved in the wider life of the school</li> <li>➤ Ability to prioritise</li> <li>➤ Good interpersonal/communication skills</li> <li>➤ When all the above fail, to maintain a good sense of humour, a willingness to learn and the will to continue to strive for excellence</li> </ul>		
<b>SPECIAL REQUIREMENTS</b>	<ul style="list-style-type: none"> <li>➤ An Enhanced Criminal Records Bureau clearance is essential</li> <li>➤ A good health and attendance record</li> <li>➤ Comply with the school's health &amp; safety policies</li> </ul>		<ul style="list-style-type: none"> <li>➤ Documentary Evidence</li> </ul>