

## Person Specification – Class Teacher

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We will base the selection process on these criteria. At each stage of the process, we will assess the merits of each application to determine how far the criteria have been met. Beside each criterion we list the assessment method we will use.

Requirement	method of assessment
<p>1 <b>Qualifications and training</b></p> <p>a: DfE qualified teacher status.            b: Evidence of undertaking relevant in-service training during the past two years.</p>	Application form
<p>2 <b>Successful Experience</b></p> <p>a: Relevant experience in a similar school.            b: Of developing a strategic view for the future needs and development of the school.            c: Of securing and sustaining effective teaching and learning throughout the school.            d: Of leading, motivating, supporting, challenging and developing staff to secure improvement.            e: Of accounting for the efficiency and effectiveness of the school to other agencies.            f: Of effective liaison with other agencies for example Local Authority Officers, local schools or support services.</p>	Application form
<p>3 <b>Key skills and attributes</b></p> <p>a: To use appropriate leadership styles in different situations, to initiate, lead and manage people to work effectively towards common goals.            b: To demonstrate good judgement and investigate, solve problems and make decisions based on relevant data or information.            c: To communicate clearly and effectively using a range of methods, as appropriate, to a variety of audiences.            d: To prioritise and manage time effectively in order to achieve challenging professional goals.            e: To draw upon attributes demonstrated by all successful managers such as adaptability, self-confidence, enthusiasm and commitment.</p>	Application form and interview
<p>4 <b>Knowledge and understanding of</b></p> <p>a: Leadership styles and practices and their effects in different contexts within the school.</p>	Application form and interview

- b: Current educational developments and legislative changes and their implication.
- c: Strategies to achieve effective teaching and learning and their monitoring and evaluation.
- d: Strategies for promoting pupil's spiritual, moral, social and cultural development.
- f: Strategies for teaching pupils about the duties, opportunities, responsibilities and rights of citizens.
- g: Strategies for teaching pupils about ethnic and cultural diversity.
- h: The use of ICT in effective administration, management and teaching and learning.
- i: The principles and methods of assessment and effective record keeping and their use to promote the educational, personal development and progression of the pupils.
- j: The use of strategies for raising pupil achievement and the value of target setting.
- k: The nature and needs of pupils and communities in inner city and multi-racial areas such as Newham.
- l: The implementation of equal opportunities practice throughout the school.
- m: The implementation of the Authority's policy of inclusive education.

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*Newham Council is an Equal Opportunity Employer and recognises that some candidates may have been forced into an untypical or unconventional career path because of unavoidable personal circumstances or the prejudice they have met in life. Should this apply to you, we hope you will not be deterred from making an application, which will be considered on your overall fulfilment of the requirements of this person specification.*

*Central Park Primary School is a Smoke Free Environment School and employees will be required to adhere to the policy in place to maintain this.*

*Central Park Primary School has measures in place to ensure Safer Recruitment. Again, prospective candidates will be required to provide any relevant documentation requested to maintain this status.*