**PERSONAL ATTRIBUTES: CLASS TEACHER & TLR Holder Main Pay Scale/UPS**

|  |  |  |
| --- | --- | --- |
| **Personal Attributes Required** | **Essential (E)**  **Desirable (D)** | **Evidence –** to be identified by application form, interview, references, etc. |
| **Qualifications**   * Degree in Education. * Teacher Qualified Status. * Evidence of relevant professional development | **E**  **E**  **E** | **Application**  **Application** |
| **Experience**   * Excellent classroom practitioner * Successfully completed NQT or NQT * To have worked as a team member * To have taught a range of Year groups * Dealing with pupils/parents effectively | **E**  **E**  **E**  **D**  **D** | **Application/Interview/**  **References**  **Application/Interview/**  **References**  **Application/Interview** |
| **Knowledge/Skills/Abilities**   * Ability to communicate clearly * Ability to manage children effectively * Ability to raise standards * To use assessment, APP and target setting for raising pupil achievement * To plan effectively for all children * To deliver creative and inspiring lessons that engage all abilities * Ability to make learning fun! * Ability to use and integrate ICT when teaching * To have knowledge of the National Curriculum * To have an awareness of SEN learners * Able to get on well with other adults and work as part of a team * Ability to use own initiative and common sense * To know and recognise to need for confidentiality * To have an awareness of Safeguarding children * To recognise proper channels of communication * To have an understanding of the roles and responsibilities of other agencies * To have awareness of current education developments * Demonstrate self evaluation of own practice and that of others * Demonstrate an understanding of inclusion in the context of a primary school | **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **D**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **D**  **E** | **Interview**  **Interview/References**  **Interview**  **Interview/Application**  **Interview**  **Interview/Application**  **Interview/References/**  **Application**  **Interview**  **Interview/Application**  **Interview/Application**  **Interview/Application**  **Interview/Application**  **Interview**  **Interview**  **Interview**  **Interview**  **Interview/Application** |
| **Leadership of Skills**  Demonstrate an understanding of the role of a TLR holder.  Demonstrate well developed team work skills.  Demonstrate an understanding of giving pastoral care to pupils and staff.  Show evidence of leading and developing subjects within school.  Show evidence of school improvement planning and monitoring. | **E**  **E**  **E**  **E**  **E** | **Application/Interview**  **Application/Interview**  **Application/Interview**  **Application/Interview**  **Application/Interview** |
| **Personal Qualities**  Demonstrate the quality of leadership and vision  Demonstrate high levels of communication skills  Demonstrate an understanding of building successful relationships across the whole school  Demonstrate high levels of commitment to school and the wider community  Demonstrate an ability to innovate | **E**  **E**  **E**  **E**  **E**  **E** | **Application/Interview**  **Application/Interview**  **Application/Interview**  **Application/Interview**  **Application/Interview**  **Application/Interview** |