



Careers as  
**individual**  
as you



## Stockport Council

### Generic Competency Person Specification

**Job Title:** Class Teacher

Attributes	Competency	SCORE				Essential or Desirable	Selection method A=Application I=Interview T=Test
		0	1	2	3		
<b>EXPERIENCE</b>	Teaching experience with the age range and/or subject(s) applying for.					Essential	A, I
	Plan, prepare and deliver the curriculum as relevant to the age and ability group/subject that you teach, other relevant initiatives and the school's own policies.					Essential	A, I
	Knowledge of current issues in Education					Essential	A, I
	Involvement with parents in the wider community					Desirable	A, I
	Participate in and develop extra-curricular activities					Desirable	A, I
<b>KNOWLEDGE AND TECHNICAL SKILLS</b>	Curriculum at primary phase including National Curriculum					Essential	A, I
	Create a stimulating and safe learning environment					Essential	A, I
	Assess and record the progress of pupils' learning to inform next steps and monitor progress.					Essential	A, I
	Demonstrate a commitment to equal opportunities and use a variety of strategies and practices to promote the diverse cultural and equality issues in the classroom.					Essential	A, I
	Teach using a wide variety of strategies to maximise achievement for all children including those with special educational needs and high achievers and to meet differing					Essential	A, I

	learning styles.						
	Encourage children in developing self-esteem and respect for others.					Essential	A, I
	Deploy a wide range of effective behaviour management strategies, successfully.					Essential	A, I
	Communicate to a range of audiences (verbal, written, using ICT as appropriate).					Essential	A, I
	Use ICT to advance pupils' learning, and use common ICT tools for their own and pupils' benefit.					Essential	A, I
<b>QUALIFICATION</b>	Qualified Teacher Status						A, I
	Degree						A, I
	Evidence of continuing professional development						A, I
<b>Generic Competencies</b> (Please see further guidelines below)	Communicating Effectively						A, I
	Being Customer Focussed						A, I
	Effective Team Working						A, I
	Personal Organisation and Effectiveness						A, I
	Personal Development						A, I
	Making the Most of I.C.T.						A, I
	Working safely						A, I
<b>ADDITIONAL FACTORS</b>	Understands and actively supports Stockport Councils diversity and equality policy.					E	A, I
	To meet Stockport Council's standard of attendance.					E	A, I
	A willingness to be flexible in a changing environment					E	A, I

## Competencies

The main purpose of the above competencies is to define the standards of behaviour required by the organisation. All employees are expected to perform satisfactorily to the generic employee competencies which are reviewed as part of Council's Employee Performance and Development Review scheme for all employees.

Competency

Definition

Communicating Effectively	<ul style="list-style-type: none"> <li>• Communicate effectively face to face, by telephone or written word with a diverse range of people</li> <li>• Make effective use of new technology in communications contribution</li> </ul>
Being customer focussed	<ul style="list-style-type: none"> <li>• Provides excellent customer service</li> <li>• Develops and maintains positive working relationships with customers</li> <li>• Contributes to the continual improvement of services</li> </ul>
Effective Team Working	<ul style="list-style-type: none"> <li>• Develops and maintains positive working relationships with other team members</li> <li>• Develops positive working relationships with other teams both within and outside the organisation (e.g "colleagues" in the voluntary sector or health service)</li> <li>• Contributes to the achievement of team goals</li> </ul>
Personal Organisation and Effectiveness	<ul style="list-style-type: none"> <li>• Achieves personal objectives on time and to the agreed standard whilst having consideration for the effect on others</li> </ul>
Personal Development	<ul style="list-style-type: none"> <li>• Take responsibility for the development and learning of self and others</li> </ul>
Making the most of Information and Communications Technology	<ul style="list-style-type: none"> <li>• Can operate all technology necessary for the job role</li> </ul>
Working Safely	<ul style="list-style-type: none"> <li>• Follows the Council and Service specific Health and Safety Policies</li> <li>• Follows local health and safety procedures / practices</li> </ul>

An assessment is carried out by the employee and their manager. The results are discussed as part of the Personal Development Review meeting.

This Council is committed to safeguarding and promoting the welfare of children and young people and expects all staff within this area to share this commitment and to have understanding of the common core skills and knowledge.