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Person Specification for Class Teacher			
Requirements	Essential	Desirable	Measured by:
1. Qualifications	<ul style="list-style-type: none"> Qualified teacher status. 	<ul style="list-style-type: none"> Further qualifications and/or studies relevant to the primary age range 	Application form Interview Documentation (certificates etc.)
2. Experience	<ul style="list-style-type: none"> Recent teaching experience withing the primary age range Experience of working with children with Special Educational Needs and an awareness of the SEN Code of Practice. Experience of working with more able children. Experience of teaching phonics. 	<ul style="list-style-type: none"> Experience of leading a subject would be an advantage.- phonics, reading Experience of teaching mixed year groups Teaching continuous provision Experience of teaching EYFS and KS1 	Application form Interview References
3. Knowledge and understanding	<ul style="list-style-type: none"> Understanding of the progression of key skills and concepts for English and Mathematics. An understanding of the principles of Assessment for Learning (AfL) and experience of using AfL in the classroom. Excellent understanding of assessment procedures (formative and summative). A knowledge of effective teaching and learning styles. A knowledge of planning for an integrated curriculum that supports experiential learning. Ability to plan a series of engaging lessons to move children's learning forward. Knowledge of adaptive practises to support learners. 	<ul style="list-style-type: none"> Familiarity and implementation of educational developments e.g. National Curriculum, Assessment. Familiarity of transition between phases. Familiar with using the NCTEM maths scheme and the ready to progress units. Familiar with ReadWriteInc for teaching phonics. Familiar with mastering number for KS1 	Application form Interview (including lesson observation) References
4. Professional qualities and skills	<ul style="list-style-type: none"> Proven excellent classroom management skills, including positive behaviour management strategies. Ability to quickly become part of a team, working to achieve 	<ul style="list-style-type: none"> Additional creative, sporting or academic skills that could enhance the learning 	Letter of Application Interview References



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	<p>the aims of the school.</p> <ul style="list-style-type: none"> • Commitment to raising standards through high quality, engaging teaching. • A commitment and proven ability to target children effectively, across the ability range, ensuring they achieve their potential. • Good interpersonal skills with the ability to communicate clearly with children, colleagues, parents, Governors and the wider community. • Sound ICT skills with ability to deliver lessons using ICT throughout the curriculum. • Make effective use of additional adults to impact learning. 	<p>opportunities of our children.</p> <ul style="list-style-type: none"> • Proven ability to raise attainment beyond expected progress. • Demonstrate impact as a subject leader. 	
5. Personal Qualities	<ul style="list-style-type: none"> • Patience, perseverance and flexibility. • Genuine concern for and understanding of children. • Good humour and sense of proportion under pressure. • Positive approach to change and to problem solving. • Strong organisation skills and the ability to meet deadlines. • High expectations of themselves and those with whom they work. • Readiness to actively support the Christian character and ethos of the School. 	<ul style="list-style-type: none"> • Support the PTA • Running extra curricular activities. 	Application form Interview
6. Letter of application	<ul style="list-style-type: none"> • Succinct and well presented. • Ability to demonstrate how your qualities, skills and experience relate to this post. 		Application form Interview
7. Safeguarding	<ul style="list-style-type: none"> • Two fully supportive references covering professional and personal qualities. • Enclosed with application the Equal Opportunities, Disability, Religion, Rehabilitation of Offenders Act and Safer Recruitment form • Further checks will be required for the successful candidate in line with safeguarding procedure. 	<ul style="list-style-type: none"> • Recent Child Protection training for 2025/26 • Recent Prevent training • Cyber security training • Online safety training 	References Application form References Documentation (certificates etc.)



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Wiltshire Council and the school are committed to safeguarding and promoting the welfare of Children and Young People and all staff working with these groups are expected to share a commitment to this. You will be expected to report any concerns relating to the safeguarding of children and/or young people in accordance with agreed procedures. If your own conduct in relation to the safeguarding of children or young people gives cause for concern, the Council's agreed Child Protection procedures will be followed, alongside implementation of the school's Disciplinary Procedure.