

Person Specification

Job Title:	Class Teacher
Salary/Grade:	M1-M6 32.5 hours per week, 52.14 weeks per year
Academy Name:	Heathlands Primary Academy
Location/Address:	Heath Way, Birmingham B34 6NB

Greenheart Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. We therefore expect all staff and volunteers to work to and within school policies and procedures, including safeguarding, child protection and health and safety.

This post is subject to satisfactory references which will be requested prior to the interview, an enhanced Disclosure and Barring Service (DBS) check, medical check, evidence of qualifications, plus verification of the right to work in the UK.

	Essential	Desirable	How Identified
Education & Qualifications			Formal possession of an appropriate qualification to be verified at Interview or from records
Degree in Academic Subject, or degree in Education with Academic Specialism	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
QTS status	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
First Aid Qualification	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
Relevant Experience			Past employment activity record from Application Form or Interview. Performance in related selection methods, e.g., presentation, group discussion.
Proven success in Teaching and Learning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Whole class, mixed ability teaching experience	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Experience in planning and delivering high quality and engaging lessons	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Knowledge of the new National Curriculum	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Experience of differentiated teaching methods and working with pupils with SEND	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
	<input type="checkbox"/>	<input type="checkbox"/>	
Skills & Abilities			Past employment activity record from Application Form or Interview. Performance in related selection methods, e.g.,
Ability to used well-judged and imaginative teaching strategies to match individual needs accurately	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Interest and expertise in supporting, nurturing and inspiring all children.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

	Essential	Desirable	How Identified
Plan and deliver effective activities for pupils at risk of under achieving.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	presentation, group discussion
Proven success in raising attainment in reading	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Knowledge of Read Write Inc	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Disposition			Past employment activity record from Application Form or Interview. Performance in related selection methods, e.g., presentation, group discussion
Calm, caring, patient and nurturing	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Good sense of humour, ability to listen and contribute, and be a team player	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Organised, dedicated and in pursuit of high standards	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Remain calm under pressure and have a positive outlook	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
General & Specific or Legal knowledge			Application form and interview questioning and reference.
Understanding Metacognition Pedagogy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
An understanding of the importance and impact of Quality First Teaching	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Special Requirements			
<p>It is the responsibility of each employee to carry out their duties in line with GLP's ethos and culture of safe working practices for adults working with children and be sensitive and caring to the needs of the disadvantaged, promoting a positive approach to a harmonious working environment.</p> <p>Each employee should act as an exemplar on these issues and must, where appropriate, identify and monitor training for themselves and any employees they are responsible for.</p>			

Developed by:	Craig McMahon
Job Title:	Head of School
Date of Issue:	23/05/2025