



Holme Junior & Infant School Hinchliffe Mill Junior & Infant School



EMPLOYEE SPECIFICATION

SERVICE AREA: Education

JOB TITLE: Class Teacher – September 2025

	ATTRIBUTES	RELEVANT CRITERIA	HOW IDENTIFIED	RANK
1.	RELEVANT EXPERIENCE	Evidence of strong teaching within the primary age range Ability to work as part of a key stage group and whole school team Experience of planning to meet pupil's individual needs Experience of high expectations of progress and attainment Evidence of specific experience in the development of a curriculum area Experience of organising a high-quality learning environment	Application form/ Interview/ References	A A A A B B
2.	EDUCATION AND TRAINING ATTAINMENTS	Qualified Teacher Status (or working towards for September 2025) Willingness to further own professional development Knowledge of the Primary National Curriculum and EYFS Statutory Framework Relevant and up to date IT experience Willingness to attend further training related to the post offered and develop subject expertise Experience and the ability to teach across EYFS, Key Stage 1 and Lower Key Stage 2	Application form / Interview / References	A A A A A B
3.	SPECIAL KNOWLEDGE AND SKILLS	A clear philosophy of Primary Education and the ability to translate it into practice Clear understanding of effective planning for all curriculum areas and to ensure the needs of all children are met Good knowledge and understanding of formative assessment/assessment for learning processes and how these impact on learning An understanding of assessment and how to use data to track progress Knowledge and understanding of planning for outstanding progress Ability to provide an imaginative, stimulating high quality learning environment Ability to engage, inspire and motivate children using a range of different teaching styles Confident classroom practitioner with strong classroom management skills An ability to develop positive relationships with children, staff and parents Proven record of implementing effective behaviour management strategies Ability to challenge more able learners Experience of teaching the Little Wandle phonics scheme Experience in leading a curriculum area (RE, Geography, MFL or Computing desirable) Knowledge of planning for and managing support staff Expertise to lead an extra-curricular activity for groups of children	Application form / Interview / References	A A A A A A A A A A B B B B
4.	ANY ADDITIONAL FACTORS	Willingness to take part in/organise extra-curricular activities Enthusiasm and flexibility with a good sense of humour Good communication, interpersonal, organisational and time management skills Commitment to the wider life of the school	Application form / Interview / References	A A A A

Please make sure that you demonstrate your ability to meet the requirements of the job by giving clear, concise examples of how you meet each criteria on your application form. The letters A and B in the "Rank" column refer to the importance we will give your answers when we read your applications. You must have all the A's on day one to be able to do the job, and if you have B criteria this would be an additional bonus. We recognise and welcome our responsibility to remove any barriers in our Recruitment and Selection process for disabled people. We have tried to do this, but if you have a disability and identify any barriers in the job description or employee specification, please tell us of these in your application. We are committed to making reasonable adjustments to the job wherever possible and it would help us to know your needs in order to do this.

Where criteria are to be identified through the "Selection Process", this may involve written exercises, group discussions, presentations, interview etc.