

**Barlows Primary School**  
**Class Teacher**  
**Person Specification**



Elements required to undertake the job are provided under specific headings.  
 Each element is essential or desirable as indicated by an E or D in the E/D column.  
 The final column indicates how the element may be assessed:

A= Application                      O=Observation                      I= Interview                      R= Reference

When completing your letter and application form, please ensure you demonstrate through evidence, how you meet the criteria.

A Professional Training and Qualifications			A	O	I	R
A1	Qualified Teacher Status (QTS).	E	A			
A2	Degree or equivalent.	E	A			
A3	Current safeguarding training.	E	A		I	
A4	Regular, recent, and relevant participation in continuing professional development.	E	A		I	R
A5	Is an Apple Teacher.	D	A	O	I	R
A6	Team Teach training	D	A			

B Professional Experience			A	O	I	R
B1	Proven track record as a good or better teacher.	E	A	O	I	R
B2	Recent successful teaching experience within the primary age range.	E	A			R
B3	Successful experience of working with pupils with SEND and more able pupils.	E	A	O	I	R
B4	Experience of building positive professional relationships with people at all levels within a school including parents, staff and pupils.	E	A	O	I	R

C Professional Knowledge, Skills and Understanding			A	O	I	R
C1	Knowledge of what makes a well sequenced curriculum which promotes knowledge retention.	E	A	O	I	R
C2	Strong knowledge of the National Curriculum / Early Years Foundation Stage Curriculum appropriate to the age range.	E	A	O	I	R
C3	An understanding of what good practice looks like.	E	A	O	I	R
C4	Can effectively establish and maintain a purposeful working atmosphere.	E	A	O	I	R
C5	Can plan, prepare and deliver the curriculum as relevant to the age and ability group that they teach.	E	A	O	I	R
C6	Assess and record the progress of pupils' learning to inform next steps and monitor progress.	E	A	O	I	R
C7	Demonstrates a commitment to equal opportunities and use a variety of strategies and practices to promote the diverse cultural and equality issues in the classroom.	E	A	O	I	R
C8	Be an excellent communicator and have strong interpersonal skills (written, verbal and aural) to engage with the whole school community.	E	A	O	I	R
C9	An ability to work towards deadlines with high levels of accuracy.	E				R
C10	Strong organisational skills.	E	A	O	I	R
C11	Is committed to maintaining high standards of behaviour, attainment and expectations of all pupils and staff, with a proven track record of deploying a wide range of behaviour management strategies.	E	A	O	I	R
C12	The ability to motivate and empower pupils.	E	A	O	I	R
C13	Is a proficient user of Apple technology e.g. iPad.	D	A	O	I	R
C14	Understands and is able to empower pupils to excel.	E	A	O	I	R
C15	Dedicated and child centred approach.	E	A	O	I	R
C16	Is committed to the development of an open and fair culture based on British values.	E	A	O	I	R
C17	Has a clear understanding of the school's vision, values and Credo.	E	A		I	
C18	Current safeguarding training.	E	A			R
C19	Ability to demonstrate a strong commitment to safeguarding and promoting the welfare of children.	E	A	O	I	R
C20	Has a strong commitment to partnership with parents and the community to raise standards by supporting the learning of children and enhancing learning of all members of the community.	E	A		I	R
C21	Is an excellent communicator and have strong interpersonal skills (written, verbal and aural) to engage with the whole school community.	E	A	O	I	R
C22	Is able to listen to, reflect and act on feedback.	E	A		I	R

C23	Willingness to contribute to the wider life of the school including subject leadership/champion.	E	A		I	R
C24	Secure knowledge of EYFS/ KS1 curriculum and how this develops from EYFS to KS2.	E	A		I	R
C25	Subject specialism	D	A		I	R

D	Professional attributes					
D1	Be able to manage, inspire, influence and empower others, within and beyond the school, to believe in the fundamental importance and value of education in young people's lives.	E	A	O	I	R
D2	Demonstrates high levels of IT competency.	E	A	O	I	R
D3	Demonstrates a commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school.	E	A	O	I	R
D4	Ability to work calmly under pressure and prioritise effectively.	E	A	O	I	R
D5	Is approachable and accessible.	E	A	O	I	R
D6	Show respect for the rights of others, recognising differences and cultural diversity, while upholding the fundamental British values.	E	A	O	I	R
D7	Ensure that their personal beliefs are not expressed in ways which exploit their position, pupils' vulnerability or might lead to pupils breaking the law.	E	A	O	I	R
D8	Has an exemplary conduct and attendance record.	E	A	O	I	R
D9	Has a desire and commitment to contribute to the school and wider community.	E	A		I	R
D10	Committed to ongoing relevant CPD.	E	A		I	R