

Person Specification – Class Teacher – Carr Infant School

Attribute	Essential	Desirable
Understanding of Pedagogy	Deep understanding of how children learn and how to apply this in practice	Evidence of developing or contributing to whole-school pedagogy
Curriculum Adaptation	Proven ability to adapt curriculum to meet the needs of all learners	Experience supporting pupils with a range of additional needs
Behaviour Management	Confident and consistent in managing challenging behaviours positively	Experience working with pupils with SEMH needs
Consistency and Commitment	Values consistency in routines and expectations; demonstrates resilience and dedication	Proven record of going above and beyond for pupils or school community
Growth Mindset	Open to feedback, reflective, and committed to ongoing development – understands no one is the finished product	Actively engaged in CPD and reflective dialogue with others
School Improvement Attitude	Willingness to be part of an improving school, embracing the challenge with positivity	Experience in a school undergoing change or development
Team Contribution	Strong collaborator who values teamwork and contributes to a positive working environment	Experience leading or mentoring within a team
Relationship Building	Warm, approachable, and skilled at building positive relationships, particularly with vulnerable pupils	Evidence of parental or multi-agency engagement
Subject Leadership Ambition	Keen interest and enthusiasm for leading a curriculum subject	Previous subject leadership experience or training
ICT and Google Workspace Skills	Competent using ICT to enhance learning and confident using a Google-based network (Docs, Slides, AI)	Can support others in using digital tools and systems
Communication (Written)	Clear, accurate, and professional written communication	Experience producing written reports for a range of audiences
Professional Qualities	Enthusiastic, well-organised, with strong time management and a proactive approach	Evidence of taking initiative to improve practice or school life
Ambition	Clarity in why you want to work at <i>our school based on a visit or call with the Headteacher.</i>	Evidence of what you can bring to our school that meets our school development needs.

Candidates will be assessed against each attribute using the following scale:

- 3 – Strong evidence: Demonstrates this attribute to a high level with clear, relevant examples.
- 2 – Some evidence: Shows this attribute with some relevant detail or example.
- 1 – Limited evidence: Minimal reference to this attribute; lacks clarity or specific examples.
- 0 – No evidence: Attribute not addressed or no evidence provided.