



CLASS TEACHER PERSON SPECIFICATION

Personal Qualities, Qualifications and Experience		Essential	Desirable
Qualifications and Training			
1	Degree level qualification.	😊	
2	Qualified Teacher Status.	😊	
3	Willingness to pursue further professional development.	😊	
4	Further relevant qualifications or awards related to teaching and learning.		😊
5	Primary trained.		😊
Safeguarding			
6	Enhanced DBS Check.	😊	
7	An awareness and understanding of the critical importance of safeguarding children.	😊	
8	Clear motivation for working with children and wanting to make a positive difference.	😊	
9	A commitment to upholding the school's Child Protection and Safeguarding Policy and Practice and complying with the Staff Behaviour Policy (Code of Conduct).	😊	
10	Recent safeguarding training (within the last 12 months).		😊
Knowledge and Understanding			
11	Have a detailed knowledge of the relevant aspects of the National Curriculum and other statutory requirements and initiatives.	😊	
12	An awareness of the SEND Code of Practice and its implication for schools.	😊	
13	A clear understanding of formative and summative assessment.	😊	
14	Have secure subject knowledge and know how to use pupils' misconceptions as a way of moving forward.	😊	
15	An understanding of restorative practice and positive behaviour management.		😊
16	Knowledge and experience of teaching early reading, writing and phonics.		😊
Teaching and Managing Pupil Learning			
17	An excellent classroom practitioner with high expectations and creative ideas to inspire learning.	😊	
18	Be able to plan clear learning goals, content, lesson structures and progression according to the subject and pupils being taught.	😊	
19	Be able to set clear next steps for pupils' learning, building on prior attainment.	😊	
20	A clear understanding of classroom organisation and class management.	😊	
21	The ability to use a range of behaviour management strategies effectively.	😊	
22	Use inclusive pedagogical principles which keep pupils engaged, including stimulating curiosity, using effective questioning, clear modelling and explanation.	😊	

Personal Qualities, Qualifications and Experience		Essential	Desirable
23	Have experience of planning and teaching children with SEND, adapting the curriculum and individual lessons appropriately.	😊	
24	Be able to write and implement Individual Learning Plans (formerly Individual Education Plans) and track progress towards individual targets and EHCPs (with support when needed).	😊	
25	Ability to create a caring, challenging and effective learning environment.	😊	
26	To leverage digital technology effectively and imaginatively for enhancing teaching, communication and collaboration.	😊	
27	Work with parents to encourage their active participation with their child's learning.	😊	
28	The ability to work closely with teaching and support staff to ensure maximum impact on learning.	😊	
29	Provide effective oral and written feedback to help pupils identify strengths and next steps for learning.	😊	
30	Be able to assess how well learning intentions have been achieved and use assessments to inform future planning.	😊	
31	Be able to demonstrate that as a result of your teaching, pupils achieve well relative to prior attainment, making good progress.	😊	
32	A willingness to work across the primary school age range.	😊	
33	Taught in more than one year group.		😊
34	Demonstrate an active contribution to the policies and aspirations of the school.		😊
35	To have led a school improvement initiative.		😊
36	Experience of outdoor learning.		😊
Managing Own Performance and Professional development			
37	Demonstrate a commitment to being part of a whole school learning community within the Stour Federation Multi Academy Trust.	😊	
38	Flexibility and willingness to be involved in the life of the school.	😊	
39	Willingness to contribute to the values of the Trust and ethos of the school.	😊	
40	Open-minded, self-evaluative and adaptable to changing circumstances, new ideas and research and development in pedagogy.	😊	
41	Demonstrate responsibility for your own professional development to improve outcomes for children.		😊
Personal Qualities			
42	A passion for learning.	😊	
43	Has high expectations and personal integrity with the ability to promote and sustain the values and ethos of the school.	😊	
44	Is articulate and approachable with excellent interpersonal communication skills both orally and in writing.	😊	
45	Sets a good example to the pupils you teach in terms of your presentation and personal conduct.	😊	

Play. Make their day. Choose your attitude. Be there.