

Class Teacher
Person Specification – September 2022
Main Scale or Upper Pay Range

Assessment foci: blue shading

1. Written application 2. Documentary evidence 3. Interview process 4. References

Education and professional qualifications	Essential/ Desirable	Assessment focus			
		1	2	3	4
First degree or equivalent	Essential				
Qualified Teacher status	Essential				
Other qualifications/CPD specific to primary school teaching	Desirable				

Experience and skills	Essential/ Desirable	Assessment focus			
		1	2	3	4
Excellent interpersonal, communication and organisational skills	Essential				
Excellent teaching skills which promote children's learning	Essential				
Positive attitudes and high expectations	Essential				
Ability to motivate children to do their best	Essential				
Ability to be a very effective teacher of children with EAL and SEND	Essential				
Very good behaviour management	Essential				
Good awareness of inclusion and equalities issues	Essential				
Confident ICT skills, including remote education	Essential				
Evidence of highly effective teaching	Essential				
Ability to show evidence of impacting positively on children's progress	Essential				
Ability to teach across the primary curriculum	Desirable				

Working with children	Essential/ Desirable	Assessment focus			
		1	2	3	4
An ability to be a personal role model of professionalism, having high expectations of self and others	Essential				
To uphold and model our school values	Essential				
Ability and willingness to implement the school's policies and procedures associated with managing pupils' behaviour	Essential				
Ability and willingness to implement the school's policies and procedures associated with teaching and learning	Essential				
Be able to plan and deliver lessons that motivate, inspire and challenge children of all abilities to want to learn	Essential				
Ability to mark work and provide pupils with feedback to move their learning forward	Essential				
Experience of assessing, tracking and monitoring pupils' progress	Essential				
Experience of differentiation to meet the needs of all children including the more able and those with SEND	Essential				



ACADEMIC EXCELLENCE



SOCIAL INTELLIGENCE



ETHICAL LIVES

Working with others	Essential/ Desirable	Assessment focus			
		1	2	3	4
Effectively guide and manage the work of a teaching assistant	Essential				
Be able to effectively operate as part of a team	Essential				
Ability to develop and maintain positive relationships with children and adults	Essential				

Other	Essential/ Desirable	Assessment focus			
		1	2	3	4
Commitment to equality of opportunity and support for all learners	Essential				
Good organisation and ability to meet deadlines	Essential				
Enhanced DBS	Essential				
Excellent attendance, punctuality and health record	Essential				
Personal commitment to professional development	Essential				
Knowledge of child safeguarding procedures	Essential				

Safeguarding

This school is committed to safeguarding and promoting the welfare of children and expect all staff to share this commitment. The successful candidate will be subject to all necessary pre-employment checks, including:

Teaching	Enhanced DBS; Prohibition check; Childcare Disqualification (where applicable); qualifications (where applicable); medical fitness; identity and right to work.
References	All applicants will be required to provide two suitable references.
Rehabilitation of offenders	This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. This means that when applying for certain jobs and activities certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Further information about filtering offences can be found in the DBS filtering guide.



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ETHICAL LIVES