



Cold Ash St Mark's CE (Voluntary Controlled) Primary School

Our Words and Actions Change Our World

Person Specification - Teacher required from September 2026

	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none"> • Degree and qualified Teacher Status • Commitment to further professional development 	<ul style="list-style-type: none"> • Evidence of Continuing Professional Development
Experience	<ul style="list-style-type: none"> • Teaching experience in a primary school • Experience of successfully leading others, in however small a capacity, such as TAs 	<ul style="list-style-type: none"> • KS2 teaching experience, including some across the primary age range • Experience of leading a curriculum subject • Experience of working with a wide range of outside professionals
Personal Qualities	<ul style="list-style-type: none"> • Calm, friendly and approachable • Great communication skills • Hardworking, upbeat, and energetic • Confident • Resilient and robust • A sense of humour • Commitment to equality of opportunity for all children • Passionate about education and a determination to improve outcomes for all children • Self-motivated and able to work efficiently and effectively with minimum supervision • Flexible and responsive to change • Excellent organisational skills • Willingness to give and receive positive criticism • Able to use initiative and find solutions 	
Knowledge and Understanding	<ul style="list-style-type: none"> • Ability to keep pupils safe, including child protection and forming and maintaining appropriate relationships • Ability to create and maintain a safe, happy, therapeutic, and well-organised classroom • Knowledge of the primary National Curriculum • Knowledge and understanding of how young children learn best • Knowledge of primary teaching and learning styles • Knowledge and understanding of how to adapt and differentiate teaching • Ability to plan and deliver lessons to meet the needs of all learners across all areas of the curriculum • Ability to recognise high quality practice and to model this for others • Ability to maintain high standards of behaviour and excellent discipline using positive strategies and a therapeutic approach • Ability to undertake assessments and to make judgements of children's progress and achievement • Ability to interpret and analyse attainment and progress data to identify learning needs and set targets • Ability to lead by example, as well as working collaboratively as part of a team • Ability to support and challenge others when necessary • Ability to communicate effectively both orally and in writing • Excellent ICT skills • An understanding of the role of parents/carers in improving attainment and experience of working directly with parents/carers 	<ul style="list-style-type: none"> • Knowledge and deeper understanding of the KS2 National Curriculum • Knowledge and understanding of the skills needed to lead a curriculum subject