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| **Role title** | **Primary Class Teacher**  |
| **Date** | May 2024 |
| **Candidate** |  |
| **1. Qualifications training and experience** | * Teaching degree and QTS
* Experience of teaching in a year group
* Experience of working collaboratively with others
* Sufficiently fluent in the English language for the effective performance in the role

*Desirable:** *Further training and qualifications to support the role*
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| **2. High expectations and progress** | * Establish a safe and stimulating environment rooted in mutual respect
* demonstrate consistently positive attitudes, values and behaviour
* Set goals that stretch and challenge pupils with impact
* Able to make a positive contribution to wider school life and ethos
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| **3.**  **curriculum knowledge** | * Have a secure understanding of the primary curriculum
* Promotes high standards of literacy and correct use of standard English

*Desirable:** *Has strong knowledge in a specific curriculum area*
* *Has experience of subject or wider leadership*
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| **4. Teaching and learning** | * Promote a love of learning through an engaging curriculum and explicit teaching that builds strong knowledge
* Able to use effective adaptive practice in enabling every child to make good progress from their starting points
* Secure awareness of supporting children experiencing disadvantage or with special educational needs
* Effectively checks for understanding and uses assessment to inform teaching and use feedback effectively
* Promotes curiosity, responsibility and independence in learners

*Desirable:** *Proven experience of strong and effective practice*
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| **5. Behaviour and climate** | * Able to demonstrate strong routines and transitions for pupils
* Promotes a clear focus within a stimulating and supportive environment in motivating pupils to achieve outcomes
* Strong work ethic and positive relationships secure impactful behaviour management
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| **6. Church school commitment** | * Understanding and experience of what distinguishes a distinctive Christian ethos in a church school.
* Demonstrate personal and professional integrity, including modelling Christian values and vision
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| **7. Personal qualities and attributes** | **Communication and Influence*** Communicates effectively and confidently with pupils, parents, colleagues, and external stakeholders, adapting language and tone to suit a primary audience and context
* Demonstrates excellent interpersonal skills and emotional intelligence
* Inspires and motivates young learners through clear instruction, enthusiasm, and a nurturing approach
* Handles challenging behaviour or concerns with empathy, professionalism, and strategic understanding of child development and school policy

**Professionalism and Character*** Always maintains high professional and ethical standards
* Approaches challenges with resilience and a constructive, solutions-focused mindset
* Remains calm and composed under pressure, modelling emotional regulation and positive behaviour
* Energetic, self-motivated, and proactive in planning engaging lessons and taking initiative in wider school responsibilities

**Creativity and Innovation*** Brings creativity and original thinking to lesson planning, resource design, and classroom activities
* Adapts quickly to curriculum changes and embraces opportunities for innovative teaching strategies
* Actively pursues professional development and continuously reflects on and refines practice

**Team and Culture Fit*** A collaborative and supportive team member who contributes positively to staff morale and the wider school culture
* Builds strong, respectful relationships with colleagues, demonstrating a good sense of humour and emotional sensitivity
* Shows empathy and awareness, supporting peers and fostering an inclusive, team-oriented environment

**Safeguarding and Suitability*** Deeply committed to the safeguarding and well-being of all pupils, understanding and implementing policies with diligence
* Fully suitable to work with children and dedicated to maintaining a nurturing, safe, and inclusive learning environment
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