

Person Specification – Class Teacher

	Essential The Applicant will have...	Desirable The Applicant may have....	How Identified
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS). • Degree or equivalent qualification. 	<ul style="list-style-type: none"> • Evidence of further professional development. • Additional relevant qualifications (e.g. SEND, subject specialism, Forest School, etc.). 	Application form Certificates
Experience	<ul style="list-style-type: none"> • Experience of teaching within a primary school setting (including ECT placements). • Experience of planning and delivering lessons in line with the National Curriculum. • Experience of assessing, tracking and monitoring pupil progress. 	<ul style="list-style-type: none"> • Experience teaching within KS1 or KS2 (as applicable). • Experience working in a mixed-age class. • Experience supporting pupils with SEND and/or disadvantaged pupils. 	Application form References
Knowledge & Understanding	<ul style="list-style-type: none"> • Secure understanding of the National Curriculum and effective pedagogy. • Understanding of adaptive teaching to meet the needs of all learners. • Knowledge of assessment for learning and formative feedback. • Understanding of safeguarding responsibilities and KCSIE. • Understanding of behaviour management strategies that promote positive learning environments. 	<ul style="list-style-type: none"> • Knowledge of current educational research and best practice. • Understanding of SIAMS and/or Church school distinctiveness (where applicable). 	Interview References
Teaching & Learning Skills	<ul style="list-style-type: none"> • Ability to plan and deliver engaging, well-structured lessons. • Ability to set high expectations that inspire and motivate pupils. • Ability to use assessment effectively to inform teaching. • Ability to create a safe, purposeful and stimulating classroom environment. • Ability to promote literacy, numeracy and communication skills effectively.. 	<ul style="list-style-type: none"> • Experience of subject leadership or curriculum development. 	Lesson Observation Interview
Inclusion & Pupil Wellbeing	<ul style="list-style-type: none"> • Commitment to inclusive practice and equality of opportunity. 	<ul style="list-style-type: none"> • Experience supporting pupils with SEND or additional needs. 	Interview References

	<ul style="list-style-type: none"> • Ability to adapt teaching to meet a range of needs including SEND. • Ability to foster pupils' social, emotional and mental wellbeing. • High expectations of behaviour and positive relationships. 	<ul style="list-style-type: none"> • Experience of working closely with SENDCo and external agencies. 	
Communication & Professional Relationships	<ul style="list-style-type: none"> • Ability to build positive, professional relationships with pupils, parents, carers and colleagues. • Strong written and verbal communication skills. • Ability to work collaboratively as part of a team. 	<ul style="list-style-type: none"> • Experience contributing to wider school events or community engagement. 	Application Form Interview
Professional Qualities	<ul style="list-style-type: none"> • Reflective practitioner committed to continuous professional development. • Organised and able to manage workload effectively. • Resilient, adaptable and solution-focused. • Demonstrates integrity, professionalism and commitment to the school's vision and values. 	<ul style="list-style-type: none"> • Willingness to contribute to the wider life of the school and extra-curricular activities. 	Interview References