

Class Teacher – Employee Specification

Qualifications & Training

- **Qualified Teacher Status** — Essential
- **Degree relevant to primary education** — Essential
- **Evidence of recent professional development** — Essential
- **Additional training in phonics or early reading** — Desirable
- **SEND or safeguarding training** — Desirable

Experience

- **Successful teaching in a primary setting** — Essential
- **Experience teaching mixed-age classes** — Desirable
- **Experience using formative and summative assessment** — Essential
- **Experience working with pupils with SEND** — Desirable
- **Experience contributing to wider school life** — Desirable

Knowledge & Understanding

- **Secure knowledge of the primary curriculum** — Essential
- **Understanding of effective adaptive teaching** — Essential
- **Strong understanding of safeguarding responsibilities** — Essential
- **Awareness of current educational research** — Desirable
- **Understanding of Christian distinctiveness in CE schools** — Desirable

Skills & Abilities

- **High-quality classroom practice** — Essential
- **Strong behaviour management** — Essential
- **Ability to plan engaging, progressive lessons** — Essential
- **Clear communication with pupils, parents, and colleagues** — Essential
- **Ability to use assessment to inform teaching** — Essential
- **Effective teamwork and collaboration** — Essential
- **Competent use of technology to support learning** — Desirable

Personal Qualities

- **Reflective and committed to improvement** — Essential
- **Positive, nurturing approach to pupils** — Essential
- **Resilient and well-organised** — Essential
- **Alignment with school values and ethos** — Essential
- **Willingness to contribute to wider school life** — Essential

Safeguarding & Professional Standards

- **Commitment to safeguarding and promoting welfare of children** — Essential
- **Ability to maintain confidentiality and professionalism** — Essential
- **Understanding of statutory teacher responsibilities** — Essential