

Primary School Class Teacher

Person specification form		
Job title: Class Teacher	Grade: MPS /UPS	
Directorate: Children and Young People - Schools	Post number:	
Establishment or team:		
Requirements (based on the job description)	Essential (E) or Desirable (D)	To be identified by: application form (AF), interview (I), test (T), reference (R) or other (give details)
Qualifications		
Qualified Teacher Status	E	A
Successful completion of induction period	E	A
Degree (or equivalent)	E	A
Recent professional development appropriate to the role	E	A
First aid qualification	D	A
Experience		
Successful experience of effective teaching within the primary phase and across key stages	E	A
Recent and relevant experience of teaching the National Curriculum	E	A
Experience of teaching Key Stage 2	E	A
Subject leadership experience	E	A
Knowledge, skills and abilities		
An excellent teacher with thorough knowledge and ability to deliver a broad and exciting curriculum	E	A I R
Understanding of effective assessment strategies, including the use of AfL and adaptive teaching, to meet the learning needs of all pupils	E	A I R
Understanding of effective learning – recognising, planning and providing for different learning styles	E	A I R
Ability to plan to meet the needs of all groups of pupils – demonstrating high expectations and standards	E	A I R
Ability to use ICT effectively within teaching and learning to enhance pupil progress	E	A I R
Ability to provide a stimulating, well organised and high-quality learning environment	E	A I R
Able to use a nurturing and positive approach to behaviour management.	E	A/I/R
Effective planning to meet the needs of all pupils	E	A/I/R/T
Excellent classroom practitioner who understands how effective learning is achieved and how to overcome barriers to learning so all pupils are included	E	A/I/R/T
Working knowledge of the National Curriculum, planning, delivery and assessment	E	A/I/R/T

Willingness to participate in school activities including extra-curricular activities and community events	E	A/I
Ability to effectively manage other adults to facilitate learning and to establish successful and positive relationships at all levels	E	A/I/R
Capacity to contribute to and support whole school improvement		A/I/R/
Personal qualities		
Without exception, promote the school's strong ethos and values	E	I
Be a positive and professional role model at all times, a highly respected representative of the School.	E	I R
Demonstrate an understanding, awareness and empathy for the needs of pupils at the School and how these could be met	E	I
Ability to prioritise time using effective organisational skills and a high level of personal motivation	E	I
Demonstrate a positive attitude to innovation and change	E	A/ I/ R
Flexible with excellent interpersonal skills including collaborative teamwork.	E	A/ I/ R
Adaptability to changing circumstances and new ideas	E	A/ I/ R
Positive disposition and the drive to be creative and dynamic every day for our pupils and wider community	E	A/ I/ R
To be creative and enthusiastic to make every day for our pupils engaging and exciting	E	I
Self-reflective and possesses a growth mind-set	E	A/ I/ R
Excellent communication skills both oral and written	E	A/ I/ R/T
Demonstrates passion for improving the life chances of children	E	A/ I/ R
Other		
Commitment to safeguarding and protecting welfare	E	A/I/R
Commitment to equality and diversity	E	A/ I/ R
Commitment to health and safety	E	A/ I/ R
Commitment to sustaining regular attendance at work	E	A/ I/ R
Confidential references and reports		
Essential References should provide a strong level of support for the relevant professional and personal knowledge, skills and abilities referred to above	E	R
Positive recommendation from current employer	E	R
Appropriate DBS clearance	E	R
Prepared by: HR	Date: 13/03/2025	
Note: We will always consider your references before confirming a job offer in writing.		