



Person Specification – Class Teacher

Post Title: Class Teacher	Grade:	Responsible to: Headteacher			
Criteria	Method of Assessment				
	Essential	Desirable	Application	Interview	
A. Qualifications					
Qualified Teacher Status	✓				
- Evidence of continuous INSET & commitment to further professional development	✓		✓	✓	
B. Experience					
Teaching at KS1/KS2/Foundation Stage	✓		✓	✓	
In addition, the class teacher might have experience of:					
- Teaching across the whole Primary age range; working in partnership with parents		✓	✓	✓	
- Ability to challenge and support all pupils to do their best. Providing clear structures for lessons maintaining pace, motivation and challenge.	✓				
- Use assessment to monitor progress and set targets	✓		✓	✓	
- An understanding of and commitment to equal opportunities for all pupils	✓		✓	✓	
- Managing an area of the curriculum development or aspect of school life		✓	✓	✓	
- Leading and managing staff successfully		✓	✓	✓	
- Leading an aspect of school improvement with evidence of improving pupils standards		✓	✓	✓	
- Experience of school development and improvement planning		✓	✓	✓	
- Working in partnership with parents and governors to promote the school's vision and aims	✓		✓	✓	
C. Knowledge & Understanding					
The class teacher should have knowledge & understanding of:					
- The theory and practice of effective teaching & learning for the individual needs of all children including EAL, SEN, Able & Talented (e.g. classroom organisation and learning strategies, VAKT)	✓		✓	✓	
- Statutory National Curriculum requirements at the appropriate key stage (see above)	✓		✓	✓	
- The monitoring, assessment, recording and reporting of pupil's progress	✓		✓	✓	
- The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN & Child Protection	✓		✓	✓	
In addition the class teacher might also have knowledge and understanding of:					
- The preparation and administration of statutory National Curriculum tests		✓	✓	✓	



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- The links between schools, especially networks and partner schools	✓		✓	✓
D. Skills				
The class teacher will be able to:				
- Promote the school's aims positively and use effective strategies to monitor motivation and morale	✓		✓	✓
- Create a happy, challenging and effective learning environment establishing high expectations	✓		✓	✓
- Implement effective classroom management and organisation	✓		✓	✓
- Assess the needs of the individuals accurately recording & reporting their progress	✓		✓	✓
In addition the class teacher might also be able to:				
- Develop strategies for creating community links	✓		✓	✓
E. Personal Characteristics				
- Approachable	✓		✓	✓
- Committed	✓		✓	✓
- Empathetic	✓		✓	✓
- Enthusiastic	✓		✓	✓
- Well organised	✓		✓	✓
- Patient	✓		✓	✓
- Resourceful	✓		✓	✓
- Flexible	✓		✓	✓
- Calm under pressure	✓		✓	✓
- Able to motivate self and others	✓		✓	✓
- Support all aspects of school life		✓	✓	✓
F. Code of Practice on English Language Requirement				
- Ability to speak with confidence and accuracy, using accurate sentence structures and vocabulary	✓		✓	✓
- Ability to choose the right vocabulary for the situation in hand without hesitation	✓		✓	✓
- Ability to listen to customers and understand their needs	✓		✓	✓
- Ability to tailor your approach to each conversation to be appropriate to the customer, responding clearly with fine shades of meaning, even in complex situations	✓		✓	✓



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Please Note: Interview Tasks may include some or all of the identified criteria