



Person Specification – Class Teacher

Responsible to: Headteacher

| The successful applicant will demonstrate the following experience, skills and characteristics: | Stage of recruitment process at which criteria will be measured: | | | | |
|--|--|---|-----------|--------|------------|
| | Essential / Desirable | Application Form / Supporting Statement | Interview | Lesson | References |
| Experience: | | | | | |
| <ul style="list-style-type: none"> To have experience of teaching in Reception, KS1 and/or KS2. | E | ✓ | ✓ | ✓ | ✓ |
| <ul style="list-style-type: none"> To be a reflective practitioner. | D | ✓ | ✓ | ✓ | ✓ |
| <ul style="list-style-type: none"> To have teaching experience in a culturally diverse school. | D | ✓ | ✓ | | ✓ |
| <ul style="list-style-type: none"> To have experience of preparing and writing professional documents. | D | ✓ | ✓ | | ✓ |
| <ul style="list-style-type: none"> To have experience of meeting the needs of a wide range of pupils. | E | ✓ | ✓ | ✓ | ✓ |
| Qualifications / Training: | | | | | |
| <ul style="list-style-type: none"> To hold Qualified Teacher Status. | E | ✓ | ✓ | | |
| <ul style="list-style-type: none"> To hold a SEND qualification or evidence of SEND training. | D | ✓ | ✓ | | |
| Knowledge / Skills: | | | | | |
| <ul style="list-style-type: none"> To know the requirements of the Primary National Curriculum. | E | ✓ | ✓ | ✓ | |
| <ul style="list-style-type: none"> To have knowledge and understanding of children’s social, emotional, intellectual and physical development. | D | ✓ | ✓ | ✓ | ✓ |
| <ul style="list-style-type: none"> To have the ability to adapt learning plans to support children with additional needs, including SEN, EAL and/or More Able. | E | ✓ | ✓ | ✓ | |
| <ul style="list-style-type: none"> To be able to plan, teach and assess in order to promote good pupil progress, appropriate to different students’ needs. | E | ✓ | ✓ | ✓ | ✓ |
| <ul style="list-style-type: none"> To have the ability to establish a positive learning environment, where pupils thrive and develop positive behaviour for learning. | E | ✓ | ✓ | ✓ | |
| <ul style="list-style-type: none"> To have good numeracy skills (e.g. GCSE Mathematics). | E | ✓ | ✓ | | |
| <ul style="list-style-type: none"> To be able to differentiate work effectively. | D | ✓ | ✓ | | |
| <ul style="list-style-type: none"> To have the ability to prioritise own time, work under pressure and meet deadlines. | E | ✓ | ✓ | | |



| Personal Characteristics: | | | | | |
|---|----------|---|---|---|---|
| • To be punctual, reliable, well organised and professionally dressed. | E | ✓ | ✓ | | ✓ |
| • To be willing to participate fully in extracurricular activities. | D | ✓ | ✓ | | ✓ |
| • To have evidence of a desire to set high professional standards. | E | ✓ | ✓ | ✓ | ✓ |
| • To have excellent communication and literacy skills (both oral and in writing) – the ability to make points clearly and confidently, providing information and advice in accurate written and spoken English, and able to understand the views of others. | E | ✓ | ✓ | | |
| • To have a commitment to continuous professional development for yourself and others. | E | ✓ | ✓ | | ✓ |
| • To be able to work as part of a team and independently, as required, recognising and accepting line management. | E | ✓ | ✓ | | |
| • To have an awareness of and a commitment to equal opportunities. | E | ✓ | ✓ | | |
| • To have a commitment to safeguarding and promoting the welfare of children, young people and adults. | E | ✓ | ✓ | | |
| • To have an awareness and adherence to relevant health and safety regulations and policies. | E | ✓ | ✓ | | |

Applicants who fail to adequately address essential criteria in their application form and supporting statement will not be considered.