

Person Specification: Class Teacher

Qualifications & Training

Essential:

- Qualified Teacher Status (QTS) (or working towards it e.g. ECT 1 or ECT 2)
- A recognised teaching qualification (e.g. PGCE, B.Ed.)
- Evidence of recent and relevant professional development

Desirable:

- Additional qualifications in education or a specialist subject area
 - Safeguarding training (e.g. DSL awareness)
 - Training in SEND or inclusion practices
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Experience

Essential:

- Experience of teaching within a primary school setting (including placements for ECTs)
- Experience of planning, delivering and assessing a broad and balanced curriculum
- Experience of managing behaviour effectively within the classroom
- Experience of using assessment data to inform teaching and support pupil progress

Desirable:

- Experience teaching across different key stages
 - Experience working with pupils with SEND
 - Experience contributing to whole-school initiatives or extra-curricular activities
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Knowledge & Understanding

Essential:

- Secure knowledge of the National Curriculum (or relevant curriculum framework)
- Understanding of effective teaching and learning strategies
- Knowledge of safeguarding responsibilities and child protection procedures
- Understanding of assessment for learning and formative/summative assessment practices
- Awareness of inclusive teaching approaches and adaptation

Desirable:

- Knowledge of current educational developments and research
- Understanding of phonics programmes and early reading development
- Knowledge of behaviour management frameworks (e.g. restorative practice)

Skills & Abilities

Essential:

- Ability to plan and deliver engaging, creative lessons that meet diverse learner needs
- Strong classroom management skills
- Ability to assess, track, and report on pupil progress effectively
- Excellent communication skills (written and verbal)
- Ability to build positive relationships with pupils, parents, and colleagues
- Strong organisational and time management skills
- Ability to work collaboratively as part of a team

Desirable:

- Ability to lead a subject or area of the curriculum
- Competence in using educational technology to enhance learning
- Ability to contribute to school improvement planning

Personal Qualities

Essential:

- Commitment to safeguarding and promoting the welfare of children
- Passion for teaching and learning
- Reflective practitioner with a desire to improve
- Resilient, adaptable, and flexible
- Professional integrity and reliability
- Commitment to equality, diversity, and inclusion

Desirable:

- Enthusiasm for wider school life (clubs, trips, events)
- Willingness to take on additional responsibilities

Other Requirements

Essential:

- Enhanced DBS clearance
- Right to work in the UK
- Willingness to participate in CPD and school development