

Person Specification

JOB TITLE:	Class teacher
DATE:	May 2023

CRITERIA	Essential/ Desirable	Application	Observation	Interview	Vetting Checks
Knowledge and qualifications					
1. A DfE recognised and relevant teaching qualification.	E	✓			✓
2. Good knowledge and understanding of relevant stages of the National Curriculum.	E	✓			✓
3. Evidence of relevant and on-going professional development and training.	E	✓			✓
4. Is aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well-being.	E	✓			✓
5. Is aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well-being.	E			✓	
Experience					
6. Evidence of designing and teaching effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.	E	✓			✓
7. Recent experience of teaching in EYs, KS1 or KS2.	E	✓			✓
8. Evidence of applying up-to-date working knowledge and understanding of teaching, learning and behaviour management strategies in practice.	E	✓			✓
9. Relevant experience of KS/year group applied for	D	✓			
10. Knowledge of assessment procedures.	D	✓			
11. Experience of/ability to teach in another key stage.	D	✓			
Skills and competencies					

12. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.	E			✓	✓
13. Good written communication skills.	E	✓			✓
14. Ability to analyse relevant data to promote the highest possible aspirations for all learners.	E	✓			✓
15. Able to use ICT knowledge and skills in the learning environment.	E	✓			✓
16. Interests/expertise that would benefit learners and the school.	D	✓			
17. Understanding and ability to set realistic and challenging targets and frequently, accurately assess and review learners' progress.	E		✓	✓	
18. Able to communicate effectively with children, young people, colleagues and parents/carers.	E		✓	✓	
19. Able to engage and motivate all learners with work that is challenging enough to meet the learners' needs.	E		✓	✓	
20. Able to create a purposeful learning environment and set clear expectations for behaviour.	E		✓		
21. Able to contribute to and support the development of the curriculum.	E			✓	
22. Has positive, inclusive values, attitudes and high expectations for all learners.	E			✓	
23. Able to work collaboratively as a team member and contribute to the professional development of all colleagues, including sharing effective practice	E			✓	
24. Able to plan, organise, prioritise and manage time effectively.	E		✓	✓	
25. Good verbal and interpersonal skills.	E		✓	✓	
Other					
26. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role	E	✓		✓	✓
27. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role	E				✓

28. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible	E			✓	
29. Willing and able to: <ul style="list-style-type: none"> • teach across the primary age range • contribute to extra-curricular activities • contribute to whole school development initiatives / school improvement planning / self-evaluation 	D			✓	