



Person Specification

JOB TITLE:	Class Teacher
DATE:	October 2023
STATUS:	Final

CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting Checks
Knowledge and qualifications					
1. A DfE recognised and relevant teaching qualification.	E	✓			✓
2. Knowledge and understanding of primary subjects and curriculum areas.	E	✓		✓	
3. 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	✓		✓	
4. Up to date working knowledge and understanding of teaching, learning and behaviour management strategies.	E	✓	✓	✓	
5. Evidence of relevant and on-going professional development and training.	E	✓	✓	✓	
6. Awareness of current legislation, policies and guidance on safeguarding of learners and promotion of their wellbeing.	E		✓	✓	
Experience					
7. Successful track record as a teacher that demonstrates high quality teaching and learning and positive impact on learner outcomes.	E	✓		✓	

8. Recent experience of teaching in Key Stage 1 and an understanding of continuous provision within a year 1 setting.	E	✓		✓	
9. Experience of analysing data to inform planning	D	✓			
10. Contribute and support the development of the curriculum by coordinating/leading a subject or age group.	E		✓	✓	
Skills and competencies					
11. 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	✓		✓	✓
12. Able to design and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.	E	✓	✓		
13. Good written and verbal communication skills.	E	✓	✓	✓	
14. An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress.	E		✓	✓	
15. Able to communicate effectively with children, young people, colleagues and parents/carers.	E	✓	✓	✓	
16. Ability to engage and motivate learners in the school environment.	E		✓	✓	
17. Work collaboratively as a member of a team and contribute to professional development of colleagues, including sharing effective practice.	E		✓	✓	
18. Plan, organise and prioritise to manage time effectively.	E	✓	✓	✓	
19. Able to use ICT knowledge and skills in the learning environment.	E		✓	✓	
20. Adaptable to new ideas and new learning environments.	E		✓	✓	
21. High levels of enthusiasm and commitment to working with children.	E	✓	✓	✓	

Other					
22. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role	E	✓			✓
23. Willing and able to contribute to extra-curricular activities.	D		✓	✓	
24. Other interests or expertise that would benefit learners and the school.	D	✓			
25. Willing and able to contribute to whole school development initiatives and whole school improvement planning.	D		✓	✓	
26. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role	E				✓
27. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible	E	✓		✓	