



Westwood Primary School

Person Specification for class teacher on Main Pay Range

***Note:** Candidates failing to meet any of the essential criteria will automatically be excluded*

Qualification requirements	Essential	Desirable	Source
Qualified teacher status	E		App
Degree	E		App

Professional Development	Essential	Desirable	Source
Evidence of appropriate professional development for the role of primary teacher	E		App

Experience and knowledge of teaching	Essential	Desirable	Source
Teaching experience within the KS1 primary phase	E		App/ Int
Demonstrate knowledge and understanding of the teaching of English and Maths within KS1; and a range of strategies for teaching these	E		App/Int
To be able to exemplify how the needs of all pupils (SEN, LAC, AGT, EAL,) have been met through high quality teaching.	E		Int/App
To be able to demonstrate experience of using quality first teaching strategies in order to ensure an inclusive environment	E		App/Int
Demonstrate knowledge and use of effective assessment including AfL strategies and marking	E		Int
Experience of providing an exciting and stimulating learning environment	E		App

Professional Attributes	Essential	Desirable	Source
Able to demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies.	E		App/Int
Show a good commitment to sustained attendance at work	E		App
Have regard for the need to safeguard pupils' well-being in accordance with statutory provisions	E		App/ Int
Have high expectations for all learners and be able to motivate them to aspire to these	E		Int
Recognise and support pupil wellbeing	E		Int
Commitment to equality and diversity	E		App/Int

Qualities and Knowledge	Essential	Desirable	Source
Communicate effectively with parents with regards to pupils' achievements and well-being.	E		App
Make a positive contribution to the wider life and ethos of the school.	E		App/Int

Pupils and Staff		Essential	Desirable	Source
1	Promote a love of learning.	E		Int/ App
2	Contribute to the design and provision of an engaging curriculum	E		Int
3	Adapt teaching to respond to the strengths and needs of all pupils	E		Int
4	Deploy support staff effectively in order to maximise pupil outcomes	E		Int
5	Show tolerance of and respect for the rights of others	E		App

Personal Qualities		Essential	Desirable	Source
Continue to promote Westwood's strong educational philosophy and values		E		App/ Int
Be approachable, person centred and able to work within a team.		E		Int
Demonstrate personal enthusiasm and commitment to making a positive difference to children and young people		E		App
Understand that teaching requires integrity and professionalism		E		Int
Prioritise, plan and organise themselves and others		E		Int
To show a positive commitment to further professional development		E		App
Be aware of own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others		E		App/Int
Demonstrate a capacity for sustained hard work with energy and vigour		E		Int
Commitment to the provision of extra-curricular activities		E		App/Int

Other (including special requirements)	Essential	Desirable	Source
Commitment to safeguarding and protecting the welfare of children and young people	E		App/ Int
Commitment to equality and diversity	E		Int
Commitment to health and safety	E		App
Commitment to attendance at work	E		Int

Confidential References	Essential	Desirable	Source
Positive recommendation from all referees, including current employer. Note: We will always consider your references before confirming a job offer in writing.	E		App/ Int
Application form and letter of application The form must be fully completed and legible. The letter of application should be clear, concise and related to the specific post.			

Prepared by: Julie Martin	Date: 17.11.22
- Closing Date: 1st December 2022 - Interview Date: 15th December 2022 - Start Date: 3rd January 2023	

