



Westwood Primary School
Person Specification for class teacher on Main Pay Range

Prepared by: Julie Martin	Date: 08.05.2024
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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 KS2; 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		App/Int
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 feedback and marking	E		Int
Experience of providing an exciting and stimulating learning environment	E		App
Experience of leading a subject		D	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

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

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.			