

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

Person Specification Class Teacher		
Requirements (based on the job description)	Essential or Desirable	Evidence Application (A) Letter (L) Interview (I) Reference (R)
Training and Qualifications		
Qualified Teacher Status	E	A
Degree or equivalent	E	A
Evidence of commitment to continued professional development	D	A/L/I
Experience		
Evidence of strong teaching in a primary school setting	E	A/L/I/R
Experience of preparing children for external assessments e.g. SATs , phonics screening, multiplication check	D	A/L/I
Experience of assessment, tracking and target setting	D	A/L/I
Working with children with SEND, writing and using Individual Plans	D	A/L/I
Successful deployment of teaching assistants or other adults in the classroom to support learning	E	A/L/I
Subject Leadership experience	D	A/L/I/R
Professional knowledge and understanding		
Clear knowledge of the expectations of the Curriculum requirements in Primary schools	E	L/I
Ability to use a range of effective and creative teaching and learning strategies to meet the needs of all pupils	E	L/I/R
Ability to use a range of assessment for learning strategies	E	L/I/
Ability to use a range of effective behaviour management strategies	E	L/I/R
Knowledge of safeguarding requirements	E	L/I/
Personal skills and attributes		
Relate well to children & adults, building effective working relationships with a wide range of people	E	L/I
Create a stimulating, calm and secure learning environment which is inclusive of all children	E	L/I/R
Work independently and as part of a team	E	L/I
Demonstrate enthusiasm, flexibility and perseverance	E	L/I
Capacity to contribute to and support whole school improvement	E	L/I
Flexible and innovative thinking	E	L/I
Make effective use of ICT	E	L/I
Reflective practitioner, with ability to embrace and act upon professional feedback and a full commitment to own professional development	E	L/I/R

Other qualities		
Fully support and develop the Christian ethos of the School	E	L/I
Commitment to safeguarding and promoting the welfare of children and young people	E	L/I
High expectations and standards for all pupils	E	L/I/R
Willingness to learn from, and with, colleagues	E	L/I
Willingness to run extra-curricular activities and enhance and support the wider life of the school	E	L/I
Ability to manage own workload and meet deadlines	E	L/I/R
Able to sustain regular attendance at work	E	L/I/R
Commitment to equality and diversity.	E	L/I
Commitment to undertake in-service development	E	L/I
Commitment to health and safety	E	L/I
Commitment to sustaining regular attendance at work/satisfactory attendance record	E	L/I/R

Application form and letter	
The form should be fully completed and free from error.	
The letter to support the application should be clear, concise and related to the specific post. It should be no more than two sides of A4 paper.	
Confidential references and reports	
References should provide a strong level of support for relevant professional and personal knowledge, skills and abilities referred to above.	E
Positive recommendation from current employer	E
Good health and attendance record	E
Note: we will always consider your references, before offering a job in writing	