

| Person specification form                                                                                                                                     |                                      |                                                                                                                              |
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| <b>Job title:</b> Class Teacher                                                                                                                               | <b>Grade:</b> MPS                    |                                                                                                                              |
| <b>Directorate:</b> Children and Young People - Schools                                                                                                       | <b>Post number:</b>                  |                                                                                                                              |
| <b>Establishment or team:</b> Peel Park Primary School                                                                                                        |                                      |                                                                                                                              |
| Requirements<br>(based on the job description)                                                                                                                | Essential (E)<br>or<br>Desirable (D) | To be identified<br>by: application<br>form (AF),<br>interview (I),<br>test (T), reference<br>(R) or<br>other (give details) |
| <b>Qualifications</b>                                                                                                                                         |                                      |                                                                                                                              |
| Qualified Teacher Status                                                                                                                                      | E                                    | A                                                                                                                            |
| Successful completion of induction period<br>(NQT induction/Two year ECT induction)                                                                           | D                                    | A                                                                                                                            |
| Degree (or equivalent)                                                                                                                                        | E                                    | A                                                                                                                            |
| Recent professional development appropriate to the role                                                                                                       | E                                    | A                                                                                                                            |
| First aid qualification                                                                                                                                       | D                                    | A                                                                                                                            |
| <b>Experience</b>                                                                                                                                             |                                      |                                                                                                                              |
| Successful experience of effective teaching within the primary<br>phase and across key stages                                                                 | E                                    | A                                                                                                                            |
| Recent and relevant experience of teaching the National<br>Curriculum                                                                                         | E                                    | A                                                                                                                            |
| Subject leadership experience                                                                                                                                 | D                                    | A                                                                                                                            |
| Core subject leadership                                                                                                                                       | D                                    | A                                                                                                                            |
| <b>Knowledge, skills and abilities</b>                                                                                                                        |                                      |                                                                                                                              |
| An excellent teacher with thorough knowledge and ability to<br>deliver a broad and exciting curriculum                                                        | E                                    | A I R                                                                                                                        |
| Understanding of effective assessment strategies, including<br>the use of AfL, to meet the learning needs of all pupils                                       | E                                    | A I R                                                                                                                        |
| Understanding of effective learning – recognising, planning<br>and providing for different learning styles                                                    | E                                    | A I R                                                                                                                        |
| Ability to plan to meet the needs of all groups of pupils –<br>demonstrating high expectations and standards                                                  | E                                    | A I R                                                                                                                        |
| Ability to use ICT effectively within teaching and learning to<br>enhance pupil progress                                                                      | E                                    | A I R                                                                                                                        |
| Ability to provide a stimulating, well organised and high-quality<br>learning environment                                                                     | E                                    | A I R                                                                                                                        |
| Able to demonstrate and articulate your own educational<br>philosophy                                                                                         | E                                    | A/I/R/T                                                                                                                      |
| Able to use a nurturing and positive approach to behaviour<br>management.                                                                                     | E                                    | A/I/R                                                                                                                        |
| Effective planning to meet the needs of all pupils                                                                                                            | E                                    | A/I/R/T                                                                                                                      |
| Excellent classroom practitioner who understands how<br>effective learning is achieved and how to overcome barriers to<br>learning so all pupils are included | E                                    | A/I/R/T                                                                                                                      |

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| Working knowledge of the National Curriculum, planning, delivery and assessment                                                                            | E | A/I/R/T                 |
| Willingness to participate in school activities including extra-curricular activities and community events                                                 | E | A/I                     |
| Ability to effectively manage other adults to facilitate learning and to establish successful and positive relationships at all levels                     | E | A/I/R                   |
| Capacity to contribute to and support whole school improvement                                                                                             |   | A/I/R/                  |
| <b>Personal qualities</b>                                                                                                                                  |   |                         |
| Without exception, promote Peel Park Primary School's strong educational ethos and values                                                                  | E | I                       |
| Be a positive and professional role model at all times, a highly respected representative of Peel Park Primary School.                                     | E | I R                     |
| Demonstrate an understanding, awareness and empathy for the needs of pupils at Peel Park Primary School and how these could be met                         | E | I                       |
| Ability to prioritise time using effective organisational skills and a high level of personal motivation                                                   | E | I                       |
| Demonstrate a positive attitude to innovation and change                                                                                                   | E | A/ I/ R                 |
| Flexible with excellent interpersonal skills including collaborative teamwork.                                                                             | E | A/ I/ R                 |
| Adaptability to changing circumstances and new ideas                                                                                                       | E | A/ I/ R                 |
| Positive disposition and the drive to be creative and dynamic every day for our pupils and wider community                                                 | E | A/ I/ R                 |
| To be creative and enthusiastic to make every day for our pupils engaging and exciting                                                                     | E | I                       |
| Self-reflective and possesses a growth mind-set                                                                                                            | E | A/ I/ R                 |
| Excellent communication skills both oral and written                                                                                                       | E | A/ I/ R/T               |
| Demonstrates passion for improving the life chances of children                                                                                            | E | A/ I/ R                 |
| <b>Other</b>                                                                                                                                               |   |                         |
| Commitment to safeguarding and protecting the welfare                                                                                                      | E | A/I/R                   |
| Commitment to equality and diversity                                                                                                                       | E | A/ I/ R                 |
| Commitment to health and safety                                                                                                                            | E | A/ I/ R                 |
| Commitment to sustaining regular attendance at work                                                                                                        | E | A/ I/ R                 |
| <b>Confidential references and reports</b>                                                                                                                 |   |                         |
| Essential References should provide a strong level of support for the relevant professional and personal knowledge, skills and abilities referred to above | E | R                       |
| Positive recommendation from current employer                                                                                                              | E | R                       |
| Appropriate DBS clearance                                                                                                                                  | E | R                       |
| <b>Prepared by:</b> Mr D Waites - Headteacher                                                                                                              |   | <b>Date:</b> 05/11/2025 |
| <b>Note: We will always consider your references before confirming a job offer in writing.</b>                                                             |   |                         |