



## Class Teacher Person Specification

**Responsible to:** Headteacher  
**Pay range:** MPS 1 – 6, depending on experience  
**Purpose of Post:** To deliver high quality learning and teaching to pupils who are assigned to the postholder.

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications &amp; training</b>	<ul style="list-style-type: none"> <li>• Qualified to degree level with Qualified Teacher Status</li> <li>• Recognised appropriate qualifications</li> <li>• A commitment to further professional development</li> </ul>	<ul style="list-style-type: none"> <li>• A relevant higher degree, qualification or leadership qualification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Outstanding quality first teaching in Key Stage 2</li> <li>• Developing the learning environment to support high standards</li> <li>• Working successfully and co-operating as a member of a team</li> <li>• A skill that may enrich the curricular or non-curricular life of the school</li> <li>• Successful experience of teaching at primary level</li> <li>• Evidence of own further professional development</li> </ul>	
<b>Professional Knowledge and understanding</b>	<ul style="list-style-type: none"> <li>• The statutory requirements of legislation concerning Safeguarding, including Child Protection, Equalities, Health &amp; Safety and inclusion</li> <li>• The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies)</li> <li>• Statutory National Curriculum requirements at the appropriate key stage and evidence of a good general knowledge and understanding of the National Curriculum</li> <li>• Planning and implementing a creative, effective and inspiring teaching programme, including the monitoring, assessment, recording and reporting of pupils' progress</li> <li>• Establishing an effective rapport with pupils which is based on high expectations and establish a purposeful learning environment where all pupils feel secure and confident</li> <li>• Using IT effectively as an integral part of teaching and learning</li> <li>• Effective engagement of parents and carers in school life</li> <li>• Use of the local environment and resources to enhance learning</li> <li>• Understanding of good primary practice and pedagogy</li> <li>• Knowledge and understanding of the New National Curriculum</li> <li>• Proven ability as a successful classroom practitioner</li> <li>• Possess strategies to maximise progress and achievement for all children, including pupils with special educational needs, pupils with English as an additional language, and high achievers</li> <li>• The positive links necessary within the school and with all its stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Working in partnership with home, school and other agencies</li> <li>• Ability to identify own learning needs and to support others in identifying their learning needs</li> </ul>

	<b>Essential</b>	<b>Desirable</b>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Promote the school's aims positively, and use effective strategies to enhance motivation and morale</li> <li>• Establish and develop a sound professional relationship and affinity with a class of pupils</li> <li>• Manage behaviour positively in line with our school policy</li> <li>• Create a positive, challenging and effective learning environment</li> <li>• Plan and deliver a creative curriculum that is focused on high standards and enjoyment in learning</li> <li>• Develop sound professional relationships, including the effective direction of other adults working in the classroom</li> <li>• Establish and develop appropriate relationships with parents, governors and the community</li> <li>• Communicate effectively (both orally and in writing) to a variety of audiences</li> <li>• Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management</li> <li>• Experience of effective monitoring and evaluation of teaching and learning</li> <li>• Ability to delegate work and support colleagues in undertaking responsibilities</li> <li>• Experience of working in and leading staff teams</li> <li>• Ability to empathise with pupils across the age range and to be fair, firm and consistent</li> <li>• Ability to be pro-active and positive about challenge and continuous development</li> <li>• Competent user of information technology in the classroom and as a management tool</li> <li>• Ability to adapt planning to meet the needs of different age groups of children</li> <li>• Ability to evaluate, review and as necessary, adapt your own teaching to maximise pupils' achievements</li> </ul>	<ul style="list-style-type: none"> <li>• Develop strategies for creating community links</li> <li>• Enrich the wider life of the school</li> <li>• Experience of appraisal and supporting the continuing professional development of colleagues</li> <li>• Ability to analyse data, develop strategic plans, set targets and monitor/evaluate progress towards these</li> </ul>
<b>Personal characteristics</b>	<ul style="list-style-type: none"> <li>• Knowledgeable and highly competent</li> <li>• Approachable and empathetic</li> <li>• Creative and enthusiastic</li> <li>• Organised and resourceful</li> <li>• Intelligent and reflective</li> </ul>	
<b>Professional Philosophy and Commitment</b>	<ul style="list-style-type: none"> <li>• Commitment to providing a high quality education, which develops the full potential of every child</li> <li>• Ability to articulate a clear philosophy of Primary education</li> <li>• Commitment to promoting equal opportunities and meeting the needs of all children including those with special needs and gifted and talented pupils</li> <li>• Commitment to working closely with parents and governors</li> </ul>	

	<b>Essential</b>	<b>Desirable</b>
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Excellent interpersonal and organisational skills</li> <li>• The ability to be reflective and self-critical</li> <li>• Calmness under pressure</li> <li>• Resilience and flexibility</li> <li>• Sense of humour and enthusiasm</li> <li>• Ability to create a warm and welcoming classroom</li> <li>• Good time management and organisational skills</li> <li>• A commitment to a teamwork approach</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to use own initiative</li> <li>• Ability to motivate colleagues by example</li> <li>• An innovative practitioner</li> </ul>
<b>Special requirements</b>	<ul style="list-style-type: none"> <li>• Be fully supportive of the ethos of our school</li> <li>• Have or be willing to undergo an Enhanced DBS</li> <li>• Be willing to undergo a pre-employment health check</li> </ul>	

The job description will be reviewed annually in the light of changing requirements and in consultation with the post holder and the Governing Body.