



St Michael's C of E VA Primary School



Personal Specification – Class Teacher (EYFS/KS1)

Criteria	Essential	Desirable
Qualifications and Training	<ul style="list-style-type: none">• Qualified Teacher Status (QTS)• Degree or equivalent• Evidence of recent professional development Awareness of safeguarding arrangements• Training/knowledge in early reading (e.g. phonics)	<ul style="list-style-type: none">• EYFS specialism or further training
Experience	<ul style="list-style-type: none">• Experience of teaching in at least one key stage, particularly EYFS and/or KS1• Proven track record of commitment to high-quality classroom practice• Experience of planning and delivering high-quality lessons• Experience of assessing pupils' progress and using data to inform teaching• Experience of managing behaviour effectively• Experience of working with pupils with SEND, EAL and disadvantaged backgrounds	<ul style="list-style-type: none">• Experience of teaching across more than one key stage• Experience of subject leadership or contributing to curriculum development
Knowledge and Understanding	<ul style="list-style-type: none">• Secure and up-to-date knowledge of the EYFS framework and/or KS1 National Curriculum• Understanding of how to meet the needs of all pupils, including those with additional needs• Knowledge of early reading, phonics, writing and mathematics development• Understanding of assessment, recording and reporting of pupils' progress	<ul style="list-style-type: none">• Understanding of current educational research and evidence-informed practice• Knowledge of interventions to support pupils at risk of underachievement

Criteria	Essential	Desirable
	<ul style="list-style-type: none"> • Understanding of effective behaviour management strategies • Knowledge of inclusive practice and adaptive teaching • Strong understanding of safeguarding, child protection and pupil wellbeing • Confident use of ICT to support teaching and communication 	<ul style="list-style-type: none"> • Experience of statutory assessments, including EYFS Profile or KS1 assessments
Skills and Abilities	<ul style="list-style-type: none"> • Ability to plan and deliver engaging, inclusive and purposeful lessons • Ability to create a happy, stimulating and effective learning environment • Strong classroom management and behaviour strategies • Ability to assess, track and respond to pupil progress effectively • Clear and effective communication skills (written and verbal) • Ability to build positive relationships with pupils, staff and parents/carers • Strong organisational skills and ability to prioritise workload • Ability to work collaboratively as part of a team • Ability to work independently and use initiative • Reflective practitioner committed to improving practice • Problem-solving approach to challenges 	<ul style="list-style-type: none"> • Ability to lead aspects of practice or contribute to wider school initiatives
Personal Qualities	<ul style="list-style-type: none"> • High expectations for all pupils' achievement and behaviour • Commitment to inclusion, equality and ensuring all pupils succeed • Enthusiastic, positive and resilient attitude • Commitment to safeguarding and child protection • Professional integrity and strong sense of responsibility • Willingness to contribute to the wider life of the school • Commitment to the ethos and values of the school 	<ul style="list-style-type: none"> • Creativity and innovation in teaching practice
Other Requirements	<ul style="list-style-type: none"> • Willingness to engage in CPD and ongoing professional learning • Flexibility and adaptability to meet the needs of the role • Commitment to working as part of a team and contributing to school development 	<ul style="list-style-type: none"> • Additional skills, interests or expertise that enhance the wider school offer