



Class Teacher – Person Specification

Areas	Essential Attributes	How identified
Qualifications and General Experience	• Qualified to degree level • Qualified Teacher Status • A commitment to professional development • Successful DBS and safeguarding clearance in line with KCSiE 2026 safer recruitment requirements (see recruitment procedures and pre-employment checks information) • Teaching experience of 4 – 11 primary schools	Application form References DBS/safer recruitment procedures
Professional knowledge and experience including safeguarding	• A track record of excellent classroom practice and of curriculum development with respect to methodology as well as content • Understanding of the role of a class teacher • Understanding of legislation and its impact on schools and their wider communities e.g. Prevent Duty, Keeping Children Safe in Education etc. • Knowledge and understanding of National Curriculum across KS1 and KS2 • Experience and knowledge of pupil progress • Understanding of child protection and safeguarding statutory guidance and roles and responsibilities of class teacher in relation to safeguarding, including Prevent	Interview Application form Observation

Professional Skills	• Ability to maintain a positive school ethos with an accent on high achievement and inclusion for all • Committed to meeting the needs of children whatever their ability or background • A belief that primary education should be a lively, stimulating, enjoyable experience which achieves high standards • Ability to communicate and promote the aims and objectives of the school • Ability to communicate effectively and to a high standard of English (orally and in writing) • Committed to working with parents, colleagues and other agencies in a positive and constructive manner • Ability to support, motivate and stimulate all pupils enjoy learning, including those with additional SEND and/other barriers to learning • Committed to establishing an inclusive classroom and inclusive quality first teaching • Ability to effectively use Information Technology for assessment and analysis purposes • Make appropriate judgements over issues of confidentiality and safeguarding • A commitment to continuing professional development and evidence of recent relevant training • A good understanding of a range of behaviour management strategies and an ability to positively apply these at all times in line with the school's Positive Behaviour Policy • A commitment to effective assessment • Work effectively with teaching assistants and INCO to ensure effective support for all children • Strong belief in delivering the full curriculum to develop the whole child	Application form Letter, interview, references Observation
Professional Philosophy and Commitment	• Ability to reflect to develop one's own practice • High expectations of children's attainment and behaviour • Willingness to collaborate with peers, share expertise and learn from other colleagues • Respect for and understanding of culture and religion of others • A genuine commitment to the principles of inclusion and the success of every child • Willing to involve yourself in the life of the school • An understanding of the way school can promote values and moral code • Knowledge of new initiatives in education • Commitment to raising achievement through partnership with parents, education services and the Diocese • A willingness to develop the church school ethos	Interview Application form References Observation
Personal Qualities	• Visionary; Creative thinker • Positive and proactive attitude; sense of humour • Cheerful, enthusiastic and energetic • Reliable, approachable and flexible • Sense of justice and fairness; Challenge discrimination and embrace diversity • High standard of personal presentation • Hard-working and a good team player	References Interview selection process (if shortlisted) Interview tasks (if shortlisted)

