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|  | Job title | Class Teacher | |
|  | Department | Children and Young People’s Services | |
|  | Prepared by and date | Barnston Primary School,  October 2025 | |
| **Essential Personal Attributes** | Stage identified | **Desirable Personal Attributes** | | Stage identified |
| **Qualifications**  Recognised qualified Teacher Status  Evidence of recent, relevant and continued professional development focused on teaching and learning | Application | Willingness to undertake further career development | | Application |
| **Experience**  Using National Curriculum  Experience of working across Key Stage 1  Following Teacher Standards  Providing 1:1 or small group workshops  Maintaining records and files  Being approachable to children and their families  Supporting children with phonics | Application | Play an instrument | | Application |
| **Knowledge and skills**  An excellent practitioner with high expectations of pupils’ outcomes and behaviour.  Successful teaching experience in KS1.  Successful experience of teaching children with a variety of needs including very able children as well as those with special needs.  Successful experience of effectively leading support staff to support teaching and learning for all pupils of all abilities  Able to demonstrate that classroom practice and teaching is consistently of a high standard.at least good, and that it impacts positively on learning/outcomes  Demonstrate effective strategies for raising standards within subjects taught  Ability to reflect, evaluate and seek to improve own teaching through CPD and collaboration with colleagues.  Experience and enthusiasm for supporting subject improvement as a subject leader, please state subject strengths/interests  Experience of leading a subject  Clear understanding of safeguarding procedures | Application/  Interview | Ability to relate well to children and adults  Full working knowledge of school-based policies / codes of practise and relative legislation  Ability to set clear objectives and targets | | Application/  Interview |
| **Personal qualities**  Excellent classroom practitioner  Commitment to promoting the ethos and values of the school and getting the best outcomes for all pupils  Eagerness to try out new ideas and initiatives, both within and beyond the curriculum  Commitment to acting with integrity, honesty, loyalty and fairness  The ability to self-manage a timetable  Ability to work under pressure and prioritise effectively  Commitment to maintaining confidentiality at all times  Commitment to safeguarding and equality | Interview | The ability to maintain positive relationships at all times  Well organised and willingness to organise extra- curricular activities  Eagerness to develop cross-curricular links and fuel further development of the subject you would be leading  Willingness to seek advice and support and respond to it constructively. | | Interview |

Employee Specification Form

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| These notes should be studied carefully before completing the form overleaf.  List the personal attributes required to fulfil the duties listed in the job description.  They must be:   1. set at a level appropriate to the work to be done and *not* higher than necessary 2. stated clearly and specifically 3. entirely job related   **Essential or Desirable**   1. Essential   Those requirements without which a candidate would be simply unable to do the job.  *Any candidate who does not meet the essential requirements must be rejected.*  Examples could be the possession of current driving licence or relevant qualification.   1. Desirable   Those requirements which are desirable, but not essential.  A candidate should not be rejected for failing to meet any single desirable requirement.  Examples for certain jobs could be local government experience or knowledge of new technology. | **Personal Attributes**   1. Qualifications   What qualifications, if any, should the postholder possess?  To what level   1. Experience   What experience, if any, is relevant?   1. Knowledge and Skills   Is there any knowledge (other than that covered by qualifications listed) or skills which are relevant? What should the postholder be able to do?  Do not list attributes which cannot be measured, egg “pleasant personality”, “flexible outlook”. Identify only what the postholder needs to do that requires him/her to be pleasant and flexible. Is it that the person needs to communicate effectively with callers (pleasant) or will need to work flexible hours (flexible).  Try to specify the levels of skills that are required, e.g. if numeracy is specified as a requirement, you should indicate the levels of skill, ice keeping records of petty cash or able to control and monitor substantial budgets.   1. Special Requirements   Are there any conditions of service which differ from the norm and with which the postholder must comply? e.g. live-in requirements, flexible working hours, weekend working.  **Stage Identified**  Indicate at which stage in the selection process the personal attribute is to be identified, e.g. application form, interview, tests, references, etc |