Person Specification – Initially Temporary Class Teacher – April 2026

This specification lists the competencies of an experiences / fully trained post holder. E = Essential / D = Desirable.

Qualifications	Qualified Teacher Status.	E
	Degree.	E
	Evidence of further study and commitment to further professional development	D
Skills	Be a successful and inspiring teacher	E
	Promote the school's aims positively, and use effective strategies to promote behaviour for learning	E
	Show commitment to the personal welfare and safeguarding of children	E
	Support school improvement	E
	Establish and develop close relationships with parents, governors and the community	E
	Communicate effectively (both orally and in writing) to a variety of audiences	E
	Create a happy, challenging and effective learning environment and set excellent standards of behaviour	E
	Demonstrate a willingness to lead/support in extra-curricular activities e.g. music, sport, ICT, maths, drama, debate etc	D
	Demonstrate experiences of leading a curriculum area	D
	Ability to analyse and interpret data	E
Knowledge and understanding	Comprehensive knowledge of National Curriculum requirements at either KS1 or KS2	E
	Display outstanding classroom practice that challenges and inspires	E
	Monitor, assess, record and report on pupils' progress	E
	Understand the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEND, Inclusion and Child Protection	E
	Develop positive links necessary within school and with all its stakeholders	E
	Show a commitment to achieving and sustaining high standards	E
	Have a good working knowledge of the theory and practice of providing effectively for the personalised learning needs of all children (e.g. classroom organisation and learning strategies)	E
Professional attributes	Demonstrate an awareness and empathy of the needs of the pupils at Bidston Village CE Primary School and how these needs could be met.	E
	To show a commitment to the school's mission statement and values.	E
	Demonstrate a clear rationale for behaviour management and a proven track record of the effective implementation of a range of behaviour management strategies.	E
	Excellent written and verbal communication skills (which will be assessed at all stages of the process).	E
	To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice.	E
	Show a strong commitment to good attendance, acting as a positive role model to children	E
Personal Qualities	Consistently promote school strong educational philosophy and values.	E
	Positive attitude	E
	Commitment & Enthusiasm	E
	A team player and the ability to support and work as part of a team	E
	Able to motivate self and others; calm / supportive / caring	E
	Well-organised & approachable	E
	Be committed to personal development	E
	Working in partnership with parents	E
	Commitment to maintaining confidentiality at all times	E
	Commitment to safeguarding and equality	E
	Create a safe learning environment and be a model of good relationships	E
	An awareness and willingness to support our Christian Distinctiveness	E