



WIRRAL

Person Specification Form

Post Number	
Job Title	Class Teacher (Mat Cover)
Department	Fender Primary School
Prepared by and date	Charles Hewitt – April 2026

Listed below are the personal attributes required for the role of Class Teacher

Essential Personal Attributes	Desirable Personal Attributes
<p>QUALIFICATIONS</p> <ul style="list-style-type: none"> • QTS • Degree • Level 1 Safeguarding training successfully completed <p>EXPERIENCE</p> <ul style="list-style-type: none"> • Experience of consistently high-quality teaching and learning. • Experience of children with high SEND needs and a deep understanding of approaches to working with pupils affected by ACES. • Experience of using monitoring, moderation and assessment to inform and improve teaching, learning and curriculum delivery. • Experience of leading inspiring extra-curricular activities. <p>KNOWLEDGE AND SKILLS</p> <ul style="list-style-type: none"> • Excellent written and oral skills • An effective communicator • Knowledge of how ACES impact children and their school experience. • Passion and enthusiasm for reading and oracy. • Ability to motivate children and provide a calm, therapeutic and inspiring learning environment that suits the needs of every child. 	<p>QUALIFICATIONS</p> <p>EXPERIENCE</p> <ul style="list-style-type: none"> • Experience of supporting vulnerable children and families • Experience of teaching in different socio-economic areas. <p>KNOWLEDGE AND SKILLS</p> <ul style="list-style-type: none"> • Evidence of relevant, appropriate professional development for the role.

SPECIAL REQUIREMENTS

- A passionate commitment to inclusion for all.
- The capacity to drive the Headteacher's vision for continuous school improvement.
- A dedication to research-driven, evidence-informed practice.
- Able to be resilient, empathetic and kind.

SPECIAL REQUIREMENTS

Person Specification Form – Guidance for Applicants

These guidance notes should be studied carefully before completing the Application Form.

What is the purpose of a Person Specification Form?

The Person Specification Form lists the personal attributes required to fulfil the duties of the post.

What are personal attributes?

The personal attributes are the qualifications, experience, knowledge and skills and any special requirements that are required to be able to fulfil the duties of the post. They are set at a level appropriate to the work to be done and *not* higher than necessary; stated clearly and specifically; and entirely job related.

What are essential personal attributes?

These are the personal attributes without which a person would simply be unable to do the job. Examples could be the possession of a current driving licence or a relevant qualification.

*Any applicant who does not meet all of the essential requirements will not be shortlisted (unless the stage identified is not at application). Any Disabled applicant who meets all of the essential requirements **must** be shortlisted for interview.*

What are desirable attributes?

These are the personal attributes which are desirable, but not essential. Examples for certain jobs could be local government experience or knowledge of new technology.

A candidate will not be rejected for failing to meet any single desirable requirement.

How should I use the Employee Specification when completing my application?

You should refer to the personal attributes listed on the Person Specification Form and use them to state clearly how you meet each of them in your Personal Statement. You should start with the essential requirements and then the desirable requirements. You should also demonstrate how you meet them (give examples).

Failure to state how you meet an essential requirement will result in you not being shortlisted for interview/the next stage.