



Class Teacher Person Specification (with possible UPS or TLR)

Attribute	Essential	Desirable
Qualifications		
Qualified teacher status (ECTs welcome)	✓	
Recent participation in continuous professional development		✓
Other relevant qualifications		✓
Experience		
Record of good or outstanding teaching within the EYFS/primary range (During training for ECTs)	✓	
Successful partnership work with parents and other stakeholders		✓
Effective work with other schools, organisations or agencies		✓
Evidence of successfully raising standards of teaching and learning	✓	
Effective use of assessment and monitoring procedures to raise achievement	✓	
<ul style="list-style-type: none"> To be considered for TLR: Successful leadership of a core subject or other significant area of development in a school Successful partnership and communication with parents and governors Has effectively monitored, evaluated and successfully supported others in raising standards of teaching and learning 	✓	
Professional knowledge, skills and understanding		
Know the characteristics of an effective school and quality teaching and learning	✓	
Understand equal opportunities and inclusion issues	✓	
Demonstrate up to date, clear knowledge of current curricular and educational issues	✓	
Clear knowledge and understanding of a range of assessment and monitoring procedures	✓	
Able to analyse, report and act on pupil progress data	✓	
Able to use Information Technology as an effective teaching tool and for school management information purposes	✓	
To be considered for TLR: <ul style="list-style-type: none"> Ability to model high quality teaching to others and support them to improve Understand the role of and work in partnership with stakeholders to continue school improvement 	✓	
Leadership and Management		
Ability to undertake proactive and innovative leadership of a curriculum area		✓
Able to plan strategically and prioritise own work	✓	
Able to set high expectations		
Able to inspire, challenge and support pupils and others to improve and achieve the school's aims	✓	
To be considered for TLR: <ul style="list-style-type: none"> Able to lead a core or significant curriculum area or other significant areas/initiatives Able to analyse data, set targets and monitor progress Able to lead and work successfully as part of a high performing team Able to inspire, motivate and challenge others 	✓	

<ul style="list-style-type: none"> • Able to set standards and act as a role model • Ability to effectively monitor and evaluate the quality of teaching and learning, provision and standards • Able to lead staff induction, mentoring and performance management • Able to lead/coordinate professional development opportunities • Demonstrate a commitment to all areas of school life including extra curricular and enrichment activities 		
Decision Making		
Creative and imaginative problem solving	✓	
Make decisions based on analysis, interpretation and understanding of relevant data	✓	
Able to consult, but also use own initiative	✓	
Able to demonstrate good judgement under pressure	✓	
Communication		
Effective written and oral communication with a range of audiences	✓	
Deal sensitively with others	✓	
Build good relationships with stakeholders	✓	
Approachable and proactive in communicating with others	✓	
Confidence to lead staff meetings, workshops and talks to parents/others	✓	
To be considered for TLR: <ul style="list-style-type: none"> • Negotiate, consult and influence • Able to motivate, promote good relationships and effectively communicate with others • Promote mutual respect between individuals and groups 	✓	
Personal skills and qualities		
Excellent interpersonal skills	✓	
Effective organisational skills, time management and prioritisation of tasks	✓	
Remain positive when working under pressure and meet deadlines	✓	
Enthusiastic and able to work to challenging professional goals	✓	
Enthusiastic about own professional development	✓	
Open minded, adaptable and flexible in changing situations	✓	
Confidence and resilience	✓	
Discretion and confidentiality	✓	
Personal commitment and presence	✓	
Work successfully as part of a high performing team	✓	
Have energy, vigour, perseverance and a sense humour	✓	
Be reliable, trustworthy and have integrity	✓	
Have a high level of commitment to the school and its continuing development	✓	
Willingness to develop the ability to teach across the Primary range	✓	
Support the Christian values of the school	✓	
To be considered for TLR: <ul style="list-style-type: none"> • Able to take an overview of whole school needs and priorities • Set standards and act as a role model • Creative, enthusiastic and proactive, keen to embrace new ideas and challenges • Supportive of the Headteacher and leadership team in implementing school policies and procedures 		

The Governing Body of St. Mary's School is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.