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| **Job Title** | Class Teacher | **Salary Range** | Main Pay Scale / UPS |
| **Responsible to** | Head Teacher and Governors |

**Person Specification:**

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| **Key Criteria** | **Essential** | **Desirable** | **Assessed by** |
| **Qualifications and Experience** | Educated to honours degree or aboveQualified Teacher StatusEvidence of relevant Professional DevelopmentExperience of successful subject leadership  | Good honours degree (first or upper second)Post Graduate qualificationExperience of successful subject leadership | AAAA |
| **Knowledge** | Knowledge and understanding of the primary curriculumKnowledge and understanding of the implications of equal opportunities, EAL and inclusionKnowledge and understanding of safeguarding and child protection legislation and guidance | Broad experience across the primary age range – EYFS – KS2Knowledge and understanding of current research into effective learning strategies, educational trends and issues | AI, OI, O |
| **Skills and Abilities** | Ability to form positive and warm relationships with pupilsAbility to plan and prepare effectivelyAbility to prioritise and manage time and workloadAbility to work as part of a teamAbility to communicate with a wide range of audiences, including pupils, parents, colleagues and othersAbility to be resilient, innovative and flexibleExcellent communication skillsHigh level IT skills |  | I, RI, OI, RA, I, RA, IA, IA, I, OA |
| **Personal Attributes** | Passionate approach to teaching and learningCommitment to the ethos and values of The Wells Free SchoolCaring natureAbility to inspire learnersDesire to provide the best possible education to **all** learners Ability to enthuse and motivate othersPositive approach to change and developmentFlexibility and adaptabilityStrong commitment to personal CPDProfessional approachInnovative, creative and willing to take appropriate risksAble to inspire confidence in pupils, parents, carers and colleagues |  | A, IAO, RA, OAA, RAA, RA, RA, I, OA, IA, I, R |
| **Safeguarding** | Evidence of suitability to work with children (enhanced DBS check)Evidence of commitment to the safeguarding, health and welfare of children. |  | RA |

**A Application Form**

**I Interview**

**O Observation**

**R References**