

Person Specification

Teacher | Dec 2025



The Stour Academy Trust

Person Specification for Role

Qualifications:

- Qualified Teacher Status (QTS) or equivalent recognised teaching qualification.
- Degree in relevant subject area or education.
- Evidence of ongoing professional development and commitment to continuous learning.

Experience:

- Proven classroom teaching experience in primary education, preferably within an inclusive setting (successful teaching placements if ECT).
- Experience of working with diverse pupil groups, including those with special educational needs and English as an Additional Language.

Skills and Competencies:

- Strong subject knowledge and curriculum understanding aligned with primary education standards.
- Ability to set high expectations that inspire, motivate, and challenge pupils of all abilities and backgrounds.
- Skilled in adapting teaching to meet the diverse needs of pupils, including those with SEN and EAL.
- Competent in using formative and summative assessment to monitor progress and guide pupils' learning.
- Effective behaviour management skills to maintain a safe and positive learning environment.
- Excellent communication skills with pupils, parents, and colleagues.
- Proficient in using technology to enhance personalised learning and engagement.
- Ability to foster pupils' intellectual curiosity and promote a love of learning.

Personal Qualities:

- Commitment to the school's vision and values, including collaboration, nurture, inclusivity, ambition, and innovation.
- Empathy and patience, with a nurturing approach towards pupil development and well-being.
- Resilience and adaptability in a dynamic school environment.
- Strong professional integrity and accountability for pupil outcomes.
- Enthusiasm for professional growth and reflective practice.
- Positive role model demonstrating the attitudes, values, and behaviours expected of pupils.

Safeguarding:

- A thorough understanding of safeguarding practises and commitment to promoting pupil safety and wellbeing.