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| **Job Title** | Class Teacher | **Salary Range** | Main Professional Scale |
| **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 above  Qualified teacher Status  Evidence of relevant Professional Development  Experience of teaching phonics | Good honours degree (first or upper second)  Post Graduate qualification | A  A  A  A |
| **Knowledge** | Knowledge and understanding of the Key Stage 1 curriculum  Knowledge and understanding of the implications of equal opportunities, EAL and inclusion  Knowledge and understanding of safeguarding and child protection legislation and guidance | Broad experience across the primary age range  Knowledge and experience of the phonics screening check  Knowledge and understanding of current research into effective learning strategies, educational trends and issues | A  I, O  I, O |
| **Skills and Abilities** | Ability to form positive and warm relationships with pupils  Ability to plan and prepare effectively  Ability to prioritise and manage time and workload  Ability to work as part of a team  Ability to communicate with a wide range of audiences, including pupils, parents, colleagues and others  Ability to be resilient, innovative and flexible  Excellent communication skills  High level IT skills |  | I, R  I, O  I, R  A, I, R  A, I  A, I  A, I, O  A |
| **Personal Attributes** | Passionate approach to teaching and learning  Commitment to the ethos and values of The Wells Free School  Caring nature  Ability to inspire learners  Desire to provide the best possible education to all learners  Ability to enthuse and motivate others  Positive approach to change and development  Flexibility and adaptability  Strong commitment to personal CPD  Professional approach  Innovative, creative and willing to take appropriate risks  Able to inspire confidence in pupils, parents, carers and colleagues |  | A, I  A  O, R  A, O  A  A, R  A  A, R  A, R  A, I, O  A, I  A, I, R |
| **Safeguarding** | Evidence of suitability to work with children (enhanced DBS check)  Evidence of commitment to the safeguarding, health and welfare of children. |  | R  A |

**A Application Form**

**I Interview**

**O Observation**

**R References**