Part-Time Class Teacher

Person Specification

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	A DfE recognised and relevant teaching qualification.
2	Proven ability to design and deliver effective lessons and learning tasks across the primary curriculum, personalising learning to meet the needs of all learners.
3	Recent experience of teaching within the primary age range.
4	A detailed knowledge and understanding of all curricular areas and relevant statutory and non-statutory curricular frameworks.
5	A strong, up-to-date understanding of teaching, learning, and behaviour management strategies.
6	Enthusiasm and willingness to lead a curriculum subject across the whole school.
7	A detailed, up to date working knowledge and understanding of teaching, learning and behaviour management strategies.
8	Knowledge of use of data, assessment and record keeping, to target teaching and ensure good and outstanding progress of all learners.
9	Excellent written and verbal communication skills.
10	Evidence of relevant and ongoing professional development and training.

Desirable

11	Knowledge of examination and testing requirements in primary education.
12	Willingness and ability to teach in all Key Stages.
13	Proven track record of improving outcomes for children with special educational needs.
14	Experience of effective co-ordination/ leadership of a curriculum area.
15	The ability to manage / supervise support staff.

Part B: Assessment Stage

Items 1 - 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	Understanding of and ability to set realistic and challenging targets for learners and be able to assess and review their progress effectively.
2	Able to communicate effectively with children, young people, colleagues, and parents/carers, fostering strong relationships.

3	Skill in engaging and motivating learners within the classroom and school environment.
4	Able to lead and support the continuous development of a curriculum area, including leading initiatives and training.
5	Positive values and attitudes, demonstrating high expectations for all learners.
6	Awareness of current legislation, policies, and guidance on safeguarding and promoting the well-being of learners.
7	Ability to work collaboratively as a team member, contributing to the professional development of colleagues and sharing effective practices.
8	Strong organisational skills with the ability to plan, prioritise, and manage time effectively.
9	Excellent verbal and interpersonal skills, enabling effective collaboration and communication within the school community.
10	Able to use ICT knowledge and skills in the learning environment.
11	Have positive values, attitudes and have high expectations for learners.
12	Consistently good or outstanding teaching practice.

Desirable

13	Willing and able to contribute to extra-curricular activities.
14	Willing and able to contribute to whole school development initiatives/school improvement planning/self-evaluation.

The following methods of assessment will be used:

Method		**Method**	
Interview	Yes	Presentation	No
Lesson Observation *(in current school if possible)*	Yes	Structured discussion with pupils	No

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK.
3	Barred List and/or POCA List (residential establishments only) check.
4	Professional Registration/QTS check with the National College for Teaching and Leadership.
5	Two references from current and previous employers (or education establishment if applicant not in employment).
6	Medical clearance.
7	A good attendance record.