



Wick and Marcross Church in Wales Primary School

PERSON SPECIFICATION: Class Teacher September 2025

JOB TITLE:	Class teacher 1 x permanent	SCHOOL:	Wick and Marcross Church in Wales Primary School
GRADE:	Main scale	DATE:	To commence September 2025

The person specification outlines the main attributes needed to adequately perform the post specified. In drawing together the specification, a critical examination of the job description has been undertaken to pinpoint those elements of the post deemed as essential.

The person specification is intended to give prospective candidates a better understanding of the post requirements. It will be used as part of the recruitment process in identifying and short listing candidates. You should refer to and address each point of the person specification, giving evidence of what skills, experience and knowledge you have in each of these areas. Always be specific. Do not use general phrases such as "I have the necessary skills..." or "I am confident I can do the job well...". The short listing panel will need to know how you meet the requirements based on the evidence you provide.

	ESSENTIAL	DESIRABLE	ASCERTAINED BY
FAITH COMMITMENT	<ul style="list-style-type: none"> Committed to promoting and developing the distinctive Christian character of a Church in Wales primary school. Able to make the connection between children's spiritual development and their learning. 	<ul style="list-style-type: none"> Involvement in your local church community. Sensitivity to the Christian foundation of the school. 	Application form, references and interview.
EXPERIENCE, KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> An excellent classroom practitioner able to deliver engaging, authentic and challenging learning opportunities. Evidence of ability, or potential ability, to act as a lead practitioner for curriculum change. Ability to teach all primary year groups. An excellent knowledge and understanding of current educational reform. Significant and effective use of ICT in lesson planning, delivery and assessment. Evidence of the implementation of strategies to raise standards for all learners including those with ALN. 	<ul style="list-style-type: none"> Experience in teaching all curriculum areas across the ability range, including more able learners. 	Application form and, for short listed candidates, interview questions and classroom observation.

	ESSENTIAL	DESIRABLE	ASCERTAINED BY
SKILLS AND APTITUDES	<ul style="list-style-type: none"> • Ability to excite, enthuse and inspire children and adults. • Ability to develop higher order thinking and inquiry skills. • A desire to develop new approaches to teaching and learning. • High expectations for learning and behaviour, with a commitment to nurture children to achieve their full potential. • A creative practitioner who can develop indoor and outdoor learning environments to provide authentic experiences. • Ability to review, evaluate and implement change to manage good practice. • Ability to promote an environment that safeguards and protects. 	<ul style="list-style-type: none"> • Commitment and experience of working closely with families and the local community. 	Application form and, for short listed candidates, interview questions and classroom observation.
QUALIFICATIONS AND TRAINING	<ul style="list-style-type: none"> • Qualified teacher status. • Degree or equivalent. • Registered with the Education Workforce Council • DBS registered 	<ul style="list-style-type: none"> • Good academic qualifications. • An appropriate record of continued professional development. 	Application form and verification of professional credentials. (Short-listed candidates will be required to present these at interview)
PERSONAL ATTRIBUTES	<ul style="list-style-type: none"> • Highly motivated and conscientious. • Hardworking with high standards for themselves and expectations of others. • Excellent organisational skills and ability to work to agreed deadlines. • Works well as part of a team and willingness to play a full and active part in all aspects of school life, including activities out of school hours. • Flexibility and willingness to learn. • Integrity, confidentiality and trustworthiness. 	<ul style="list-style-type: none"> • Personal impact and presence. • Sense of humour. 	Application form and, for short listed candidates, interview questions.