

Class Teacher Person Specification

Baston Church of England Primary School



Part Time Teacher (0.2 – 0.4 FTE)

To provide PPA cover

Salary: Main Pay Scale (MPS)

Contract: Part-time, Fixed-term one-year contract, with the possibility of extension subject to future requirements.

Start date: 1st September 2026

Criteria	Essential	Desirable
Qualifications	Qualified Teacher Status (QTS)	Evidence of further professional development
	Degree or equivalent qualification	NPQ or relevant specialist qualification
Experience	Experience of teaching in a primary school setting	Experience of teaching in more than one key stage
	Experience of planning, delivering and evaluating high-quality lessons	Experience of leading a curriculum subject
	Experience of assessing pupil progress and using assessment to inform teaching	Experience of mentoring trainee teachers or support staff
	Experience of adapting teaching to meet the needs of all learners, including pupils with SEND and disadvantaged pupils	Experience of working in a church school
Professional Knowledge	Secure understanding of the National Curriculum and Early Years Framework (where appropriate)	Knowledge of current educational research and evidence-informed practice
	Secure understanding of effective teaching and learning strategies	Knowledge of adaptive teaching approaches
	Understanding of safeguarding responsibilities and child protection procedures	Understanding of trauma-informed practice
	Understanding of effective behaviour management strategies	Knowledge of restorative approaches to behaviour
	Understanding of assessment for learning and statutory assessment requirements	Experience of moderation at local authority or trust level
Skills and Abilities	Ability to establish a safe, stimulating and inclusive learning environment	Ability to lead a curriculum area effectively
	Ability to motivate, inspire and challenge pupils to achieve their potential	Ability to contribute to whole-school improvement initiatives
	Strong classroom management skills	Ability to coach or support colleagues
	Ability to communicate effectively with pupils, parents, carers and colleagues	Experience of using social media and websites to celebrate learning
	Ability to work collaboratively as part of a team	
	Good organisational and time-management skills	
	Ability to use assessment information to accelerate pupil progress	

	Competent use of educational technology to support learning and communication	
Personal Qualities	Commitment to upholding the school's Christian vision and values	
	High expectations of achievement, behaviour and personal development for all pupils	
	Positive, enthusiastic and reflective practitioner	
	Commitment to inclusion, equality and diversity	
	Professional integrity, honesty and confidentiality	
	Resilient, adaptable and willing to contribute to the wider life of the school	
	Excellent attendance and punctuality record	
	Commitment to safeguarding and promoting the welfare of children	

Specific Attributes Sought at Baston

The successful candidate will:

- Demonstrate a commitment to the school's vision of "*Preparing the way...*" and support its Christian ethos.
- Be passionate about ensuring every child flourishes academically, socially and emotionally.
- Have high expectations of behaviour, aligned with the school's **Ready, Respectful, Safe** approach.
- Value strong relationships with families and the wider community.
- Be willing to contribute to the wider life of the school through clubs, educational visits, enrichment opportunities and school events.
- Be reflective, ambitious and committed to continuous professional development.
- Be a positive team player who contributes actively to school improvement and staff collaboration.

Safer Recruitment Statement

Baston CE Primary School is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be required to undertake an enhanced DBS check, provide satisfactory references and comply with all safeguarding requirements.

This person specification would score well in recruitment because it provides clear criteria for shortlisting and interview while reflecting the culture, values and expectations of Baston rather than reading like a generic teacher specification.