



WELL GREEN PRIMARY SCHOOL

JOB AND PERSON SPECIFICATION – TEACHER

March 2026

	ESSENTIAL	DESIRABLE	EVIDENCE
QUALIFICATIONS	<ul style="list-style-type: none"> Qualified Teacher Status 	<ul style="list-style-type: none"> Further /continued CPD 	Application Form
EXPERIENCE	<ul style="list-style-type: none"> Proven ability as an excellent classroom teacher (as a member of staff) Working effectively in a team. 	<ul style="list-style-type: none"> Effectively lead an area of the curriculum 	Application Form References
PROFESSIONAL KNOWLEDGE UNDERSTANDING AND SKILLS	<ul style="list-style-type: none"> What constitutes quality and high standards in learning and teaching. Inclusion and strategies for engaging all learners What constitutes appropriate and successful relationships with children Child protection in a primary school Achieving and sustaining high standards Effective organisational skills Ability to work effectively with Teaching Assistants Ability to work well with parents and carers Awareness and ability to work to the Professional Standards for Teachers (www.tda.gov.uk/standards) Communicates effectively (both orally and in writing) to a variety of audiences Creates a happy, challenging and effective learning environment Experience of working with children with SEND and high ability Establish effective working relationships and set a good example through their presentation and personal professional conduct. Mark and monitor pupils' work and set targets. Ensure pupils acquire and consolidate knowledge, skills and understanding to the subject taught. Understanding of assessment for learning and its use to raise standards. Excellent behaviour management skills. Take part in the school's appraisal procedures To create a positive, stimulating and interesting environment for learning Maintain a well organised classroom with appropriate display, resources and material To attend all meetings for parents/carers To write interim and annual reports to parents To use our assessment procedures for tracking of pupil attainment and progress 	<ul style="list-style-type: none"> Experience of or an ability to work effectively with colleagues including teaching assistants Evidence of participation in professional development 	Letter of application Interview
SPECIFIC KNOWLEDGE, UNDERSTANDING AND SKILLS	<ul style="list-style-type: none"> Using a positive approach to effectively manage pupil behaviour, encouraging mutual respect Have an excellent understanding of the curriculum Confident and competent user of technology Excellent understanding of safeguarding procedures and child protection responsibilities 	<ul style="list-style-type: none"> Growth Mindset understanding/ Zones of regulation understanding 	Application Form Interview

CURRICULUM	<ul style="list-style-type: none"> • The National Curriculum and its assessment • Can integrate key skills and age related expectations for learning into lessons • To work with other staff or professional s to effectively plan and teach pupils with a range of needs 	<ul style="list-style-type: none"> • Key Stage 1 & 2 • Cross curricular learning and teaching 	Letter of application Interview
PROFESSIONAL VALUES	<ul style="list-style-type: none"> • High expectations of everyone • Learning should be enjoyable and enriching • Willingness to use variety of teaching strategies to engage all learners • Commitment to the personal welfare and safeguarding of children • Evaluate their own teaching critically and improve effectiveness. • Prepare information for reports to parents • Commitment to maintaining confidentiality at all times • Work collaboratively with colleagues and other professionals 	<ul style="list-style-type: none"> • Support for an enriched curriculum through out of hours learning and educational visits 	Letter of application Interview References
PERSONAL QUALITIES	<ul style="list-style-type: none"> • Passionate about Learning and Teaching • Displays warmth, care and sensitivity in dealing with children • Open minded, self evaluative and adaptable to changing circumstances and new ideas • Able to enthuse and reflect upon experience • Willingness to be involved in the wider life of the school • Ability to work flexibly • Ability to prioritise • Excellent interpersonal /communication skills • Maintain good sense of humour, a willingness to learn and the will to continue to strive for excellence • Uphold public trust in the profession and maintain high standards of ethics and behaviour both within and outside school • Have a proper and professional regard for the ethos, policies and practices of school and maintain high standards of attendance and punctuality 	<ul style="list-style-type: none"> • Insight into what is important in our school • Brings personal interests and enthusiasms to the school community 	Letter of application Interview References

Above all, you need to like children, to want the very best for them and be prepared to put their needs first. You recognise the importance of educating the whole child, including all learners and achieving high standards, within a creative, broad and innovative curriculum.

School Ethos and Priorities

- Operate at all times within stated policies and practices of the school;
- Contribute to the corporate life of the school through effective participation in meetings and managements systems necessary to co-ordinate the management of the school;
- Take responsibility for their own professional development and duties in relation to school policies and practices;
- Liaise effectively with parents and governors;
- Contribute to the curriculum of the school through attendance at regular meetings

Performance Management

- Your annual performance review is based on this overall job description and with particular emphasis on your individual annual targets. These are set in discussion with your line manager.