

Person Specification

Class Teacher | Recruitment 2026

We are looking for a caring, enthusiastic and reflective teacher who shares our belief that every child can succeed. The criteria below will be used to support fair shortlisting and selection. Relevant experience gained during teacher training is welcomed. Our school vision is: "A Church school community aspiring for all to live life to the full."

E = Essential D = Desirable

Qualifications and professional expectations

Criterion	E/D	Evidence
Qualified Teacher Status (QTS), or on track to achieve QTS by appointment	E	Application
Commitment to the Teachers' Standards and ongoing professional development	E	Application / interview

Teaching, curriculum and assessment

Criterion	E/D	Evidence
Understanding of how children learn, including cognitive load, retrieval, foundational knowledge and carefully sequenced teaching	E	Application / interview
Ability to identify barriers to learning and plan ambitious, inclusive lessons with appropriate adaptation and scaffolding	E	Application / selection activities
Ability to use formative assessment to check understanding, identify misconceptions and adapt teaching responsively	E	Application / interview
Sound understanding of early reading and mathematics appropriate to primary teaching	E	Application / interview
Experience of designing or delivering learning sequences that develop knowledge, fluency and understanding	D	Application / interview

Inclusion and relationships

Criterion	E/D	Evidence
Belief that inclusion is part of excellent everyday teaching and that all children should feel safe, valued and able to belong	E	Application / interview
Ability to establish clear routines, consistent expectations and positive relationships that create a calm, safe and purposeful classroom	E	Application / interview
Understanding of calm, consistent and relational approaches to behaviour, regulation and nurture	E	Application / interview
Ability to work with the SENDCo, teaching assistants and families to plan and review support while promoting pupils' independence	E	Application / interview
Experience of supporting pupils with SEND, including autism, ADHD or complex learning needs	D	Application / interview
Awareness of neurodivergent learning profiles and commitment to developing approaches for pupils with complex needs	E	Application / interview
Understanding of how to develop pupils' independence, confidence and self-regulation through appropriately scaffolded teaching	E	Application / interview

Collaboration, reflection and wider contribution

Criterion	E/D	Evidence
Ability to deploy teaching assistants effectively to support learning, independence and inclusion	E	Application / interview
Reflective approach, exercising professional judgement and engaging openly with feedback, coaching and collaborative development	E	Application / interview

Criterion	E/D	Evidence
Ability to build respectful and productive partnerships with parents, carers and colleagues	E	Application / interview
Commitment to Holy Trinity's inclusive Christian ethos and values of Love, Courage and Wisdom	E	Application / interview
Commitment to children's wider personal development, character education and enrichment alongside academic achievement	E	Application / interview
Willingness to contribute constructively to school development and the wider life of Holy Trinity	E	Application / interview

Safeguarding and professional conduct

Criterion	E/D	Evidence
Clear commitment to safeguarding and promoting the welfare of children	E	Application / interview / checks
Professional integrity, confidentiality and willingness to follow school policies and procedures	E	Application / interview / references

Recruitment and safeguarding

Early Career Teachers are warmly encouraged to apply. Appointment is subject to the school's safer recruitment processes, including satisfactory references, appropriate pre-employment checks and an enhanced DBS check. Reasonable adjustments to the recruitment process can be discussed with the school.