



Post Title: Class Teacher	School/Centre Uplands Manor Primary School	Date: 1 st April 2025
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The Personnel Specification aims to provide a clear picture of the person you want to carry out the post. It should record the main attributes which the person needs and should be drawn from a critical examination of the job description:

NOTES:

It is expected that **all** applicants for teaching posts will have the following general attributes:

- Basic teaching qualifications
- Basic teaching skills
- Disposition factors (eg ability to relate to others, ability to Organise, caring, co-operative, etc)

It is therefore not necessary to ask for these when completing the personnel specification. However, specific criteria should be stated when required, eg for a post which carries a specific responsibility.

	Essential Requirements	N/A	How Identified
1. Physical Consider the real needs of the post. Be particularly wary about setting limits which actively discriminates against specific age groups and disabled people.	Any absences relating to a disability or any other incapacity will be viewed sympathetically and will be considered if fully explained. Should any candidate not meet these criteria and choose to include an explanation then this will be considered.		Job and Medical History from Application form and reference. Performance on interview process.
2. Qualifications/Relevant Experience What does the post require in the way of: level of formal qualifications/relevant experience. Describe these by level of attainment and by subject matter where appropriate or appropriate subject related qualification/ relevant experience (for unqualified teachers) and/or supplementary qualifications (for teachers of the deaf etc.)	Qualified teacher Knowledge of relevant Key Stages and National Curriculum requirements.		Formal possession of an appropriate qualification to be verified at interview or from records. Employment history record.

	Essential Requirements	N/A	How Identified
3. Training/Special Knowledge	<p>Theory and practice of providing effectively for the individual needs of the children (e.g. classroom organisation and learning strategies)</p> <p>Understands and values the processes of planning as an aid to raising standards.</p> <p>The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection</p> <p>Good understanding of safeguarding procedures and child protection methods and responsibilities</p>		<p>Past training employment history from application form and records.</p> <p>Selection process by demonstration of ability knowledge and skills at the interview.</p>
4. Circumstances (Personal)			<p>Ensuring candidates are aware of these requirements from the post description.</p> <p>Interview questions and application form details.</p>
5. Practical and Intellectual	<p>Teaching to a high standard</p> <p>Ability to form and maintain appropriate relationships and personal boundaries with children</p> <p>Works well within and contributes to team development</p> <p>Good behaviour management skills</p> <p>Communicates effectively (both orally and in writing) to a variety of audiences</p> <p>Creates a happy, challenging and effective learning environment</p>		<p>Performance in related selection process</p>
6. Any other additional requirements specific to this post.	<p>This post is subject to an Enhanced DBS Disclosure.</p>		