Houghton Conquest Lower School
Class Teacher - Person Specification - February 2026

	Essential	Desirable
Educational Qualifications	• Qualified Teacher Status	• Good Honours Degree • Other Professional Qualifications
Experience	• Experience of teaching in primary years • A commitment to inclusive education • Digitally literate	• Experience and understanding of Primary School structures • Experience of teaching pupils with Special Educational Needs ~ including positive approaches to managing behaviour • Understanding of Trauma Informed Approach
Curriculum Knowledge	Knowledge of Key Stage 1 and Key stage 2 curriculum to ensure: • High expectations of individual achievement • Planning for all areas of learning meets the needs of all pupils • Assessment procedures are used to inform planning for teaching and learning for all pupils • Understanding of effective inclusion practice • Knowledge of current educational issues	• Awareness of cross-curricular/ thematic approaches to curriculum delivery and active learning • Demonstration of integrated approach to Computing • Knowledge and understanding of the importance of AfL • Commitment to inclusion and meeting individual needs • Experience of schemes use to support learning at HCLS (e.g., Power Maths, Little Wandle, Real PE, Charanga,)
Subject Leadership	Ability to: - • Monitor and evaluate teaching and learning effectively • Achieve high standards through high quality teaching • Motivate and enthuse staff and pupils to adopt new ideas and practice • Work independently to develop policy and practice in areas of responsibility	• Proven ability to lead/support whole school subject development
Philosophy	• Clearly presented philosophy of teaching pedagogy and meta-cognition • High expectations of teaching and learning and commitment to achieving them • To be flexible, adaptable, accept change, take on board new ideas and have an interest in professional development • Commitment to school improvement	• Understanding of the role of schools in their wider community
Personal Qualities	• Highly motivated and enthusiastic • Ability to develop positive and appropriate relationships with children • Work in partnership with parents/carers • Able to remain calm under pressure • Sound understanding of Safeguarding policy and procedure • Dress appropriability and professionally for your role	• An ability to articulate understanding of professional high standards
Other	• Well-presented application • Fully supportive references	• To take a full part in the life of the school ~ PTA events, etc. • Willingness to run/develop an after - school club.