

PERSON SPECIFICATION – Teacher



CENTRAL LEARNING
PARTNERSHIP TRUST

Post Title: Teacher

The Person Specification outlines the main attributes needed to adequately perform the post specified. In drawing together the specification, a critical examination of the job description has been undertaken to pinpoint those elements of the post deemed as essential.

The Person Specification is intended to give prospective candidates a better understanding of the post requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates.

CLPT comprises schools across multiple phases. These Person Specifications are tailored specifically for roles within the Primary Phase.

		Essential	Desirable	How identified
1.	Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) or equivalent. • Degree in relevant subject area or education. • Up-to-date knowledge of safeguarding and child protection protocols. 	<ul style="list-style-type: none"> • Master's degree in education or subject area. • Additional relevant certifications (e.g., SENCO, EAL). 	<ul style="list-style-type: none"> • Formal possession of an appropriate qualification to be verified at interview or from records. • Employment history record.
2.	Experience	<ul style="list-style-type: none"> • Proven experience in teaching within a relevant educational setting. • Experience of planning and delivering engaging lessons. • Ability to manage classroom behaviour effectively. 	<ul style="list-style-type: none"> • Experience with extracurricular activities or school leadership roles. • Experience in using technology to enhance teaching and learning. 	<ul style="list-style-type: none"> • Employment history record.
3.	Training	<ul style="list-style-type: none"> • Recent and relevant professional development in teaching and learning. • Familiarity with modern assessment practices and tools. 	<ul style="list-style-type: none"> • Training in behaviour management strategies. • First aid training. 	<ul style="list-style-type: none"> • Application Form
4.	Special Knowledge	<ul style="list-style-type: none"> • Knowledge of current curriculum standards and national educational policies. • Understanding of inclusive education practices and differentiation. • Knowledge of strategies for supporting students with special educational needs. 	<ul style="list-style-type: none"> • Knowledge of modern pedagogical approaches (e.g., inquiry-based learning, flipped classroom). • Familiarity with curricula or educational frameworks. 	<ul style="list-style-type: none"> • Application Form and Interview.
5.	Practical and Intellectual Skills	<ul style="list-style-type: none"> • Strong classroom management and organisational skills. • Ability to adapt teaching methods to meet diverse student needs. 	<ul style="list-style-type: none"> • Proficiency in using educational technology and resources. • Strong problem-solving skills and ability to think critically. 	<ul style="list-style-type: none"> • Interview.

		<ul style="list-style-type: none"> • Effective communication skills with students, parents, and colleagues. 		
6.	Personal Qualities	<ul style="list-style-type: none"> • Passionate about teaching and supporting student development. • Patience, resilience, and adaptability in a challenging environment. • Strong team player with a positive and collaborative attitude. 	<ul style="list-style-type: none"> • A proactive and innovative approach to teaching. • A commitment to continuous personal and professional growth. • Ability to inspire and motivate students beyond the classroom. 	<ul style="list-style-type: none"> • Interview.
7.	Commitment	<p>Should have a commitment to:</p> <ul style="list-style-type: none"> • All children at Coleridge Primary • Continuing the process of raising standards • Maintaining high expectations and helping children of all abilities to reach their full potential. • Working in a multicultural Trust with a genuine commitment to equal opportunities, • Involving parents in the life of the school 		
8.	Legal Requirements and safeguarding	<ul style="list-style-type: none"> • Enhanced DBS Clearance. • Overseas criminal check (if required) • Self-Declaration Form • Right to work in the UK 		<ul style="list-style-type: none"> • DBS clearance

<p>Endorsement</p> <p>I accept the specified Person Specification</p> <p>Name</p> <p>Signed Date</p>

The post holder will be required to complete an enhanced Disclosure Barring Service (DBS) Check with appropriate barred list checks, or the equivalent, and must be eligible to work in the UK.

CLPT is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All staff are expected to be committed to the Equal Opportunities Policy.