



Person Specification – Class Teacher

Job title:	Class Teacher – Maternity Cover
Reports to:	Headteacher and Local Academy Board
Type of position:	Full time Fixed term contract linked to maternity leave. To include 5 training days.
Grade:	Main scale 1 to Main scale 6 (According to the School Teachers’ Pay and Conditions Document)

Employment Details

Introduction:
The Local Academy Board are looking to appoint a highly effective, inspirational class teacher to join our enthusiastic and experienced team of staff. Malvern Parish CE Primary School has a strong Christian ethos, and we work hard as team to ensure that every child has an excellent education within a supportive environment. We were judged to be a *Good* school by Ofsted in April 2025 and *J1* by SIAMS in November 2023. The successful candidate would help to support and develop both educational excellence and the distinctive Christian ethos of the school.

Job purpose:
The teacher will be responsible for delivering effective learning in accordance with the curriculum, national guidelines and the school’s curriculum policy. The successful candidate would also carry out other duties that support pupils’ learning while operating in accordance with the school’s policies and procedures. They would be responsible for teaching a mixed age class of up to 30 children in Year 5. The role would also include leadership of at least one area of the curriculum, preferably mathematics.

Person specification

	Essential	Desirable
Qualifications and experience	<ul style="list-style-type: none"> • Qualified teacher status • Degree level qualification • Willingness to undertake CPD • Successful primary teaching experience 	<ul style="list-style-type: none"> • Relevant postgraduate professional qualification • Experience in leading a curriculum subject, preferably mathematics.



Knowledge and skills	<ul style="list-style-type: none"> • Knowledge of guidance and requirements around safeguarding children • Sound understanding of the primary curriculum • Effective teaching and learning strategies • Ability to build effective relationships with pupils • Excellent behaviour management skills • Ability to work as part of a team • Excellent planning and organisational skills • Effective oral and written communication skills • Good ICT skills, particularly using ICT to support learning • Awareness of the needs of children who are disadvantaged, speak English as an additional language or have SEND. 	<ul style="list-style-type: none"> • Experience working as part of a team • First aid skills • An understanding of the importance of parental involvement • Experience working with children who have SEND and/or disabilities • Experience working with children who have behavioural problems
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Personal qualities	<ul style="list-style-type: none"> • A commitment to safeguarding and equality • High expectations for pupils' attainment and progress • A commitment to securing the best outcomes for all pupils • Supportive of colleagues • Good attendance and punctuality • Pro-active in the working environment • Ability to accommodate changes in work priorities, anticipate workload and plan ahead • Ability to develop effective relationships with parents • Ability to encourage and enable others to reach their full potential 	<ul style="list-style-type: none"> • Self-confidence • Ability to relate well to other professionals • A flexible approach
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Prepared by

Name:	Mrs Sarah Wilkinson	Date:	06/03/2026
Title :	Headteacher		