



Class Teacher Person Specification (September 2026) - Early Career Teacher/Main Pay Range

Responsible to: Headteacher

Criteria	Attributes	Essential (E) Desirable (D)	Assessed by: Application (A) Interview (I)
Safeguarding	A knowledge and understanding of all relevant national and local safeguarding and child protection policies and procedures	E	I
	The ability to work within the guidelines of all adopted school policies and the Cranfield Church of England Academy's Staff Safer Code of Conduct	E	I
Qualifications and Experience	Qualified to degree level	E	A
	Qualified teacher status (or pending)	E	A
	Experience of working in early years or key stage 1	D	A/I
	Experience or ambition to take on subject leadership impacting successfully on children's enjoyment, achievement and learning	E	I
	Experience of working in a Church of England School	D	A
Professional Knowledge	Knowledge of the primary phase (4-11) curriculum and assessment	E	A/I
	Up to date knowledge of Primary Curriculum developments	E	I
	A track record of strong classroom practice/teaching practice	E	A/I
	Understanding of strategies to support successful outcomes for all children	E	A/I

Professional Skills & Personal Qualities	Excellent communication skills with children, colleagues and parents (orally and in writing)	E	I
	Ability to empathise with children and to be firm, fair and consistent	E	A/I
	Ability to exercise sound professional judgment	E	I
	Ability to be pro-active and positive about change	E	I
	Ability to form good relationships with children, colleagues, parents and the community	E	A/I
	Flexible, approachable with a sense of humour	E	I
	Enthusiasm, commitment and energy!	E	I
	Excellent interpersonal and organisational skills	E	I
	Ability to be reflective and self-critical	E	A/I
Ability to work effectively as part of a team	E	I	
Professional philosophy & commitment	Ability to articulate a clear philosophy of primary education	E	A
	Commitment to the distinctively Christian character of the school, rooted in the school's original foundation, as expressed through the Christian vision	E	A
	Commitment to safeguarding and promoting the welfare of children and young people	E	A
	Commitment to equality and diversity	E	A
	Commitment to high standards and continuous improvement	E	I
	Commitment to developing links between home, school and the community	E	I
	A commitment to and to participate in the wider life of the school, including extracurricular activities	E	I