



Flourish Together Federation

Person Specification: Teacher

Key:

- **E** = Essential | **D** = Desirable
- **Assessment Methods:** Application Form (A), Interview (I), Reference (R)

Category	Criteria	Essential / Desirable	Assessment Method
Qualifications & Training	Qualified Teacher Status (QTS)	E	A
	Evidence of ongoing relevant Professional Development (CPD)	E	A / I
Experience	Successful experience as a classroom teacher (Post not suitable for ECTs)	E	A / R
	Experience of teaching across both Key Stage 1 and Key Stage 2	E	A / I / R
	Experience working within mixed-age class settings	D	A / I
	Experience in a job-share capacity or delivering PPA cover with proven continuity	D	A / I

Knowledge & Understanding	Strong knowledge of the National Curriculum across KS1 and KS2	E	A / I
	Clear understanding of formative and summative assessment strategies	E	A / I
	Thorough understanding of safeguarding practices and child protection procedures	E	A / I
	Knowledge of strategies to adapt teaching for diverse needs (including SEND and high ability)	E	A / I
Skills & Abilities	Ability to quickly establish positive relationships, routines, and high expectations for behaviour	E	A / I / R
	Excellent classroom management and ability to deliver engaging, high-quality lessons	E	A / I / R
	Strong collaborative skills to work effectively with TAs, job-share partners, and class teachers	E	A / I / R
	Adaptability and flexibility to step into different year groups seamlessly	E	A / I
	Ability to utilize outdoor learning environments effectively	D	A / I

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Personal Attributes	Commitment to upholding the school's Christian ethos and values	E	A / I
	Positive, enthusiastic, reflective, and proactive attitude	E	I / R
	Commitment to promoting pupil wellbeing, safety, and personal development	E	A / I
	Additional availability from time to time to cover staff absence or training	D	A / I