

Person Specification Teacher



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Central Schools Trust is committed to safeguarding and promoting the welfare of children and young people/vulnerable adults and expect all staff and volunteers to share this commitment.

Post Title	EYFS, KS1 or KS2 Teacher
Appointments will be offered within the Trust	With regard to this appointment, the successful candidate will be part of the team at Balsall Common Primary School Academy
Salary Band/Range	M1 – UPS3
Responsible to	Headteacher

	Essential Criteria	Desirable Criteria	Measured by
Education & Qualifications	Qualified Teacher Status ECT (Early Career Teacher)		Application form and certificates

Experience	<ul style="list-style-type: none"> • To work as part of school's EYFS, KS1 or KS2 Team • To have demonstrated high quality practice when in the role as a classroom teacher • For ECTs, a successful teaching practice report 		Application References Lesson observations Interview
Knowledge & Skills	This role will include planning & leading lessons in either EYFS, KS1 or KS2. There will be a heavy focus on: <ul style="list-style-type: none"> • Outcomes for these pupils at the end of Reception, 1/Year 2 or Year 4/6 • Identifying what work needs to be done to ensure that all pupils reach a good level of development, including those with special needs • Working with either the EYFS, KS1 or KS2 staff to create a highly effective team • Keeping the senior leaders regularly updated with pupil progress • Understand how emotional well-being impacts on achievement • Have the ability to analyse data effectively to identify and track the 		Application References Lesson observations Interview

	progress of children & vulnerable groups • Have a clear understanding of the Curriculum		
Professional Development	Commitment to continuous professional development	Positive impact of recent CPD on current role or position held in school	Application Interview Reference

Personal Qualities	<ul style="list-style-type: none"> • Ability to enthuse and motivate children, making learning inspirational and memorable to help children to achieve to the very best of their ability • Ability to work in close partnership with staff, parents and other professionals and the community • Possess energy, enthusiasm, resilience and a pro-active nature • Demonstrate superb interpersonal communication and organisational skills • Be innovative, creative and a strategic thinker • Show a willingness to try out new approaches and embrace change 		Application Interview Reference
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Commitment	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of the children • Commitment to the school's ethos and values 		Interview References
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Information about the Trust

Valuing and developing staff are key priorities. We want to work with highly motivated teachers who have a proven track record, or would like to develop a proven track record, of high outcomes for all children. We care about recruiting the right people, and about retaining them.

Consequently, we have:

- a clear plan for developing employees through an Employee Development programme, which sets clear guidelines for career advancement from entry level to coordinator, manager and director positions
- a package that offers employee benefits
- a well-being package to support staff emotionally and physically.

The support received from within our organisation will help to develop skills and foster experience which can be used as a stepping stone for future career advancement.

Compiled & reviewed by	G T Burgess, CEO
Date	March 2026