



Havannah First School
Class Teacher March 2026

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	A DCSF recognised and relevant teaching qualification.
2	Experience of teaching in KS1 or KS2, as a trainee or experienced teacher.
3	A proven record of the ability to raise standards and accelerate progress of learners (on teaching placement or employment).
4	An excellent working knowledge and understanding of the National Curriculum.
5	A thorough understanding of a range of teaching, learning and behaviour management strategies for all learners and groups of learners.
6	Excellent understanding of inclusion and SEND.
7	Thorough understanding of phonics and current best practice to support reading development.
8	Excellent written communication skills.
9	Evidence of relevant and on-going professional development and training.
10	Experience of working with parents, carers and outside agencies to successfully support children.
11	Able to use technology effectively in teaching and learning.
12	Understand, value and be able to form authentic and effective relationships with children, staff and parents/carers.
13	Willingness and ability to work in other parts of the school if required.

Desirable

14	Other interests / expertise which would benefit learners and the school.
15	Knowledge and experience of current good practice and pedagogy.

Part B: Assessment Stage

Items of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	Have positive values and attitudes which are aligned to those of the school.
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2	Able to engage and motivate learners in their learning and development.
3	Ability to reflect on and shape practice in line with feedback from colleagues and to meet requirements of school practices and policies.
4	An understanding of and ability to set realistic and challenging targets and be able to assess and review learners' progress at the point of learning and at key points.
5	Be a positive role model for learners and other colleagues.
6	Be aware of and able to follow current legislation, policies and guidance on safe working practice, the safeguarding of learners and the promotion of their well-being.
7	Able to work collaboratively as member of a team and contribute to the professional development of colleagues, including sharing effective practice with colleagues in school and in the Trust.
8	Able to plan, organise and prioritise time effectively in order to deliver the whole curriculum and manage workload.
9	Excellent verbal and interpersonal skills, including the ability to use standard and grammatically correct English in writing and speaking.
10	Commitment to developing the curriculum provision through extra-curricular activities.
11	Able to effectively contribute to whole school improvement priorities.
12	Commitment to the wider life of the school community.

Desirable

13	Contribute towards the well-being of the wider staff team.
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The following methods of assessment will be used:

- Short listing from applications
- Short interviews and further shortlisting
- Lesson observations and further shortlisting
- Interviews and further recruitment activities

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Identity verification/check
2	Enhanced Certificate of Disclosure from the DBS
3	Additional checks if applicant has lived outside the UK
4	Qualified Teacher Status (and other qualifications as appropriate)
5	Two references from current and previous employers. You must use your current employer if you are in employment at the present time or your most recent if you are not in employment. References will be taken up prior to interview, even if you indicate otherwise.
6	Medical clearance

7	Prohibition Check
8	Safer Recruitment Declaration
9	DBS Barred List Check
10	Right to work in the UK

March 2026