



**Halsall St Cuthbert's
C E Aided Primary School**
'Let Your Light Shine'



PERSON SPECIFICATION FOR THE APPOINTMENT OF A CLASS TEACHER

"This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment."

Note: Candidates failing to meet any of the essential criteria will automatically be excluded

[A] Application

	Essential/ Desirable
Fully completed application form	E
Well considered and relevant supporting letter	E
Professional references should provide a strong level of support for skills, knowledge and attributes referred to below	E
Two employment references	E

[B] Training and Qualifications

	Essential/ Desirable
Qualified Teacher Status	E
Degree (or equivalent)	E
Recent and successful experience of teaching within KS1/KS2	E
Evidence of recent professional development	D

[C] Professional Knowledge, Understanding and Skill

Applicants should be able to demonstrate good knowledge and understanding of the following areas relevant to the post:

	Essential/ Desirable
Pupils' educational development	E
Curriculum and Assessment, including Assessment for Learning	E
Effective teaching and learning strategies and their impact on pupil progress	E
Outstanding classroom practice, using creative approaches to teaching and learning	E
Effective trauma-informed behaviour management strategies	D
Effective management of the team within the classroom	E
Knowledge and understanding of how to meet the varying needs of children	D
Knowledge and understanding of SEND principles and procedures within the classroom	D
Ability to use ICT effectively within teaching and learning to enhance pupil progress	E
Values involvement of parents and has confidence to engage positively with parents	E
Ability to create a calm and orderly learning environment	E

[D] Personal Skills and Attributes

Applicants should be able to provide evidence that they have the necessary qualities and attributes required by the post. These qualities may be demonstrated in a letter of application; however, it is more likely that they will be more fully assessable during the interview process and from the references. Applicants should be able to demonstrate:

	Essential/ Desirable
Good working relationships with colleagues	E
Positive outlook	E
Strategic thinking and securing success	E
Professionalism – high expectations and standards	E
Effective time management and organisational skills	E
Commitment to safeguarding and protecting the welfare of children and young people	E
Effective communication with parents, carers and the wider community	E
Commitment to extra-curricular and school-based community events	D
The ability to be flexible and adapt to unexpected situations quickly and effectively	E

[E] Application Letter

The letter should be clear, concise and related to the specific post – it must be no more than two sides of A4 in length and in font size 12.

Applicants should outline in their letter any subject strengths that they may have.

[F] Application Form

Please make sure that you save your application form carefully. Application Forms and supporting letters should be emailed directly to the Headteacher, stating "Teacher Application" in the subject line:
head@adlington.lancs.sch.uk