

Bolton by Bowland Church of England Primary School

Person Specification Form		
Job title: Part Time KS2 Class teacher	Required 01.09.21	
Directorate: Children and Young People	Permanent Position	
Establishment or team: Bolton by Bowland Church of England Primary School		
Requirements - (based on the job description)	Essential (E) or desirable (D)	To be identified by: application form (A), interview (I) or reference (R)
Qualifications		
Qualified Teacher Status	E	A
Degree or equivalent	E	A
Recent & relevant participation in professional development	E	A
Faith Commitment: To be able to demonstrate knowledge and understanding of the following in the context of a Church school.		
Committed to promoting the Christian aims and values of the school	E	A,I,R
Full and active member of a church in membership of Churches Together in England. (This requires evidence of current church involvement and a clear indication of the applicant's beliefs in relation to a Church school)	D	A,I,R
To be able to demonstrate knowledge and understanding of developing religious education and worship	E	A, I, R
How relationships should be fostered and developed between the school, local church and its community and the Diocese of Blackburn	E	A, I, R

Experience & Professional Knowledge		
Demonstrate a proven track record of effective teaching as a class teacher in a substantive post.	E	A, I, R
Recent, relevant and proven experience within KS2 for at least two years	E	A, I, R
Recent, relevant and proven experience of teaching mixed age classes	D	A, I, R
Knowledge and understanding of all three phases within a primary school	E	A, I, R
A thorough knowledge of the National Curriculum and an ability to assess accurately and deliver a broad, balanced and exciting curriculum covering all aspects of learning	E	A, I, R
Professional skills in English, Maths and ICT	E	A, I, R
Successful experience of leading a core subject or whole school initiative	E	A, I, R
An interest in developing out of class activities	D	A, I, R
Effectively use data, assessment and target setting to raise standards/address weaknesses	E	A, I, R
Able to provide a high quality, challenging and effective learning environment which promotes high quality learning experiences for all children	E	A, I, R
Able to identify and meet the needs of all learners including those with SEND	E	A, I, R
Effective behaviour management strategies	E	A, I, R
Proven record of children making at least expected progress or better	E	A, I, R
Experience of and ability to contribute to staff development across the nursery and primary phases (e.g. coaching, mentoring and CPD for staff)	E	A, I, R
Knowledge, skills and abilities		
Strong communication and interpersonal skills	E	A, I, R
To value involvement of parents and to have confidence to engage with parents effectively. To be able to evidence a track record of being proactive in engaging parents and involving them in children's learning	E	A, I, R
Have high expectations of children and be able to excite, enthuse and inspire them	E	A, I, R

Personal Characteristics		
To be a leader of learning, demonstrating, promoting and encouraging outstanding classroom practice	E	A, I, R
Organised and dedicated with high levels of initiative	E	A, I, R
Professionalism - have very high expectations and standards	E	A, I, R
Evidence of a high level of personal motivation and enthusiasm	E	A, I, R
A commitment to lead extra-curricular activities	E	A, I, R
The ability to work closely as part of a team with a good sense of humour	E	I, R
Be flexible and positive	E	I, R
Ability to reflect on current practice and use this information to constantly improve.	E	A, I, R
Manage and resolve conflict	E	A, I, R
Other		
Commitment to ensure that all children are safe from harm and a clear knowledge of safeguarding issues	E	I
Commitment to health and safety	E	I
Positive health and attendance record	E	I
Please Note: References will always be considered before confirming a job offer in writing.		

Terms and Conditions: In accordance with the School Teacher's Pay and Conditions Document.

The post will be subject to strong supportive professional references. The Governors are committed to ensuring that an appointment will follow safer recruiting procedures and a DBS check will be required before appointment.

Please return your completed application form and letter of application of **no more than 2 sides of A4 in no smaller than font size 12**, stating your appropriateness for the post, taking into account the specific essential criteria above to Executive Head teacher, Mr Paul Holden (head@bolton-by-bowland.lancs.sch.uk)

All email applications will be acknowledged by return email. If you have not received this confirmation within 48 hours of submitting an application, please resend or call the school on 01200 447632

Please note: candidates who do not meet the essential criteria of this person specification will not be considered.