



*Helmshore Primary School is committed to safeguarding and promoting the welfare of children and young people. The applicant will be required to share this commitment.*

## **APPOINTMENT OF TEACHER**

### **PERSON SPECIFICATION/SELECTION CRITERIA**

Note: Candidates failing to meet any of the essential criteria will automatically be excluded.  
The appointment will be made on the basis of each applicant's qualities.

Person specification form		
Job title: KS2 Class Teacher	Grade: Main Pay Scale	
Directorate: Children and Young People		
Establishment or team: Helmshore Primary School		
Requirements (based on the job description)	Essential (E) or desirable (D)	To be identified by: application form and supporting statement (A), interview (I), references (R).
Qualifications		
Qualified teacher status	E	A
Degree	E	A
Experience		
Recent experience of teaching within the primary phase	E	A
Recent experience of teaching within KS2	E	A
Experience of delivering a high quality, well planned primary curriculum	E	A
Experience of leading a curriculum or subject area	D	A
Knowledge, skills and abilities		
An excellent teacher	E	A I R
Understanding of effective assessment strategies, including the use of APP, to meet the learning needs of all pupils	E	A I R
Understanding of effective learning recognising, planning and providing for different learning styles	E	A I R
Ability to plan to meet the needs of all groups of pupils	E	A I R
Ability to form and maintain excellent relationships with all members of our school community	E	A I R
Ability to use ICT effectively within teaching and learning to enhance pupil progress	E	A I R
Ability to provide a stimulating, well organised learning environment	E	A I R
Ability to use a range of positive behaviour strategies to effectively promote outstanding behaviour for learning	E	A I R
Ability to use data, assessment and target setting to impact positively on pupil progress	E	A I R

Willingness to participate in school activities including extracurricular activities and school related community events	<b>E</b>	<b>A I</b>
Curriculum strengths which can be brought to the school	<b>D</b>	<b>A I</b>
Curriculum strengths which can be brought to the school which support the School Improvement Plan priorities	<b>D</b>	<b>A I</b>
Excellent written and verbal communication skills (which will be assessed at all stages of the process)	<b>E</b>	<b>A I</b>
<b>Personal Qualities</b>		
Continue to promote Helmshore Primary School's strong educational philosophy and values	<b>E</b>	<b>I</b>
Be a positive role model at all times, a highly respected representative of Helmshore Primary School	<b>E</b>	<b>I R</b>
Demonstrate an understanding, awareness and empathy for the needs of pupils at Helmshore Primary School and how these could be met	<b>E</b>	<b>I</b>
Ability to prioritise time using effective organisational skills	<b>E</b>	<b>I</b>
Ability and willingness to work effectively as part of a team, learning with and from colleagues	<b>E</b>	<b>I R</b>
Adaptability to changing circumstances and new ideas	<b>E</b>	<b>I</b>
To be creative and enthusiastic to make every day for our pupils engaging and exciting	<b>E</b>	<b>I</b>
Demonstrate a capacity for sustained hard work with energy and vigour	<b>E</b>	<b>I R</b>
<b>Other (including special requirements)</b>		
1. Commitment to safeguarding and protecting the welfare of children and young people	<b>E</b>	<b>I</b>
2. Commitment to equality and diversity	<b>E</b>	<b>I</b>
3. Commitment to health and safety	<b>E</b>	<b>I</b>
4. Commitment to attendance at work	<b>E</b>	<b>I</b>
<b>Confidential References</b>		
Positive recommendation from all referees, including current employer.  <b>Note: We will always consider your references before confirming a job offer in writing.</b>	<b>E</b>	<b>R</b>
<b>Prepared by:</b> Christine Myers	<b>Date:</b>	April 2021

## Application Form and Supporting Statement

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post.