Lytham CE Primary School – Person Specification

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|  | Essential or desirable | To be evidenced by application (A), Interview (I), references (R) or lesson observation (LO) |
| **Qualifications** |  |  |
| Qualified Teacher Status | E | A |
| Recent & relevant participation in professional development | E | A |
| **Experience & Professional Knowledge** |  |  |
| Demonstrate a proven track record of effective teaching as a classteacher in a substantive post | E | A, I, R |
| A thorough knowledge of the curriculum and ability to assess accurately and deliver a broad, balanced and exciting curriculum covering all aspects of learning | E | A, I, R, LO |
| Professional skills in Literacy, Numeracy and ICT | E | A, I, R |
| Successful experience in leading a subject area – please state strengths | D | A, I, R |
| Understanding of, and commitment to, assessment for learning | E | A, I, R, LO |
| 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 | E | A, I, R |
| Effective behaviour management strategies and the ability to form positive relationship with pupils | E | A, I, R, LO |
| Proven record of children making at excellent progress | E | A, I, R |
| **Knowledge, skills and abilities** |  |  |
| Strong communication and interpersonal skills | E | A, I, R, LO |
| 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 children | E | A, I, R |
| Have an understanding of pupils with special educational needs. | E | A,I,R, LO |
| **Personal Characteristics** |  |  |
| Organised and dedicated with high levels of initiative | E | A, I, R |
| To have very high expectations and standards, both of yourself and others | E | A, I, R, LO |
| Evidence of a high level of personal motivation, enthusiasm and passion | E | A, I, R, LO |
| A commitment to lead extra-curricular activities | E | A, I, R |
| The ability to work closely with colleagues | E | I,R |
| Flexible and good humoured | E | I,R |
| Ability to reflect on current practice and use this information to constantly improve practice | 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 |

Supporting statements must not exceed two pages of A4 in font size no smaller than size 11.

Spelling or grammatical errors on the application form may lead to a candidate not being short-listed as high standards of literacy are vital for the role. Please write your letter to the essential and desirable criteria outlined above.