Lancashire County Council

Adlington Primary School

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

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| **Person Specification**  **Inclusion Lead and Class Teacher** |

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| **Requirements**  **(based on job description)** | **Essential**  **Or**  **Desirable** | **Evidence**  **Application (A)**  **Letter (L)**  **Interview (I)** |
| **Training and Qualifications**  Qualified Teacher Status  Degree  Evidence of recent and relevant training applicable to the post | **E**  **E**  **E** | **A**  **A**  **A** |
| **Experience**  Substantial experience of teaching in the primary phase  Proven track record of working successfully with children with SEND  Recent experience of teaching within EYFS / KS1  Experience of teaching a mixed age class  Experience of impactful subject leadership  (Please state curriculum expertise) | **E**  **E**  **E**  **D**  **E** | **A/L/I**  **L/I**  **A/L/I**  **A/L/I**  **A/L/I** |
| **Professional knowledge and understanding**  Knowledge of the SEND code of practice and commitment to inclusion  NASENCO qualification  Knowledge of the EYFS framework and a deep understanding of child development  National policies, priorities and statutory frameworks  Assessment and tracking of pupil progress  Application of ICT to teaching and learning  Ability to create and promote a stimulating learning environment for all learners  Ability to lead several subject areas  Child Protection and safeguarding | **E**  **D**  **E**  **E**  **E**  **E**  **E**  **E**  **E** | **L/I**  **A**  **L/I**  **L/I**  **L/I**  **L/I**  **L/I**  **L/I**  **L/I** |
| **Personal skills and attributes**  Excellent communication skills  Interpersonal skills  Ability to prioritise time effectively  Flexibility  Personal impact and enthusiasm  Self-confidence and presence  Commitment and integrity  Ability to work as part of a team  Willingness to study for the NASENCO qualification if not already achieved  A willingness to participate in the wider life of the school, including extra-curricular activities, PTA and community events. | **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E**  **E** | **L/I**  **I**  **L/I**  **L/I**  **I**  **I**  **L/I**  **L/I**  **L/I**  **L/I** |

**Application form and letter**

The Form should be fully completed and free from error. The letter should be clear and concise and related to the specific post, using Arial font size 11 on no more than 3 sides of A4 paper.

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| References should provide a strong level of support for relevant professional and personal knowledge, skills and abilities referred to above. | E |
| Positive recommendation from current employer (if applicable) | E |

**Confidential references and reports**

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| **Note: We will always consider your references before confirming a job offer in writing**. |

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| **Prepared by:** | J Birkin Headteacher | **Date:** | 11/11/21 |