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 StatusDegreeEvidence of recent and relevant training applicable to the post | **E****E****E** | **A****A****A** |
| **Experience**Substantial experience of teaching in the primary phaseProven track record of working successfully with children with SENDRecent experience of teaching within EYFS / KS1Experience of teaching a mixed age classExperience 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 inclusionNASENCO qualificationKnowledge of the EYFS framework and a deep understanding of child developmentNational policies, priorities and statutory frameworksAssessment and tracking of pupil progressApplication of ICT to teaching and learningAbility to create and promote a stimulating learning environment for all learnersAbility to lead several subject areasChild 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 skillsInterpersonal skillsAbility to prioritise time effectivelyFlexibilityPersonal impact and enthusiasmSelf-confidence and presenceCommitment and integrityAbility to work as part of a teamWillingness to study for the NASENCO qualification if not already achievedA 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 |