

Lancashire County Council

Caton Primary School

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

Person Specification

Class Teacher and Inclusion Lead

Requirements (based on job description)	Essential Or Desirable	Evidence Application Form (A) Letter (L) Interview (I)
Training and Qualifications		
Qualified Teacher Status	E	A
Degree	E	A
Evidence of recent and relevant training applicable to the post	E	A
Experience		
Recent and substantial experience of successful teaching in the primary phase	E	A/L/I
Ability to demonstrate a proven track record of support for pupils with Special Educational Needs.	E	A/L/I
Successful experience of leading one or more subject areas (Please state curriculum expertise)	E	A/L/I
Recent experience of teaching within EYFS / KS1	D	A/L/I
Experience of teaching a mixed age class	D	A/L/I
Professional knowledge and understanding		
A commitment to inclusion for all	E	L/I
A secure understanding of the principles of effective provision for pupils with Special Educational Needs	E	L/I
Knowledge and understanding of a range of support for pupils with Social, Emotional and Mental Health needs	E	L/I
NASENCO qualification or a willingness to undertake it	E	A/L/I
Knowledge of the EYFS framework	D	L/I
Ability to use data, assessment and target setting effectively to raise standards/address weaknesses	E	L/I
Ability to demonstrate a proven track record of the effective implementation of a range of behaviour management strategies	E	L/I
Ability to use ICT to enhance teaching and learning	E	L/I
Ability to create and promote a stimulating learning environment for all learners	E	L/I
Demonstrate good subject and curriculum knowledge	E	L/I
Set high expectations that inspire, motivate and challenge pupils	E	L/I
Understanding of child protection and safeguarding	E	L/I

Personal skills and attributes		
Promote the school's strong educational philosophy and values	E	L/I
Inspire trust in the school community	E	L/I
Communicate clearly and effectively orally and in writing	E	A/L/I
Build and maintain quality relationships through interpersonal skills and effective communication		
Demonstrate personal enthusiasm and commitment to leadership, aimed at making a positive difference to children and young people	E	L/I
Demonstrate personal and professional integrity, including modelling values and vision	E	L/I
Prioritise, plan and organize self and others	E	L/I
Think analytically and creatively and demonstrate initiative in solving problems	E	L/I
Be aware of their personal strengths and areas for development and listen to and reflect constructively and act upon, as appropriate, feedback from others	E	I
Demonstrate a capacity for sustained hard work with energy and vigour	E	I
A willingness to support colleagues	E	I
A willingness to participate in the wider life of the school, including extra curricular activities, PTA and community events etc.	E E	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.

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

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

Prepared by: G Bowskill Headteacher

Date: 03/01/22