



St Mary's CE 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: Year 1 teacher and Years 5 and 6 PPA teacher.	Grade: Main Pay Scale	
3.5 days a week – Tuesday pm, Wednesday, Thursday, Friday all day		
Contract: Permanent		
Establishment or team: St Mary's CE Primary School, Rawtenstall		
Requirements (based on the job description)	Essential (E) Or Desirable (D)	To be identified by: Application (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/R
Recent experience of teaching KS1 and KS2	E	A/R
Experience of delivering a high quality, well planned primary curriculum	E	A/R
Experience of leading a curriculum or subject area	D	A/R
Faith commitment		
Fully supportive of the Christian teachings and ethos of the school	E	A/I/R
Knowledge, skills and abilities		
Understanding and knowledge of a mastery approach to teaching and learning	E	A/I/R
Application of ICT and digital technology that enhance	E	A/I/R

teaching and learning		
Knowledge and understanding of early reading development and phonics	E	A/I/R
High quality teaching and learning strategies to meet the needs of all pupils including pupils with Special Educational Needs	E	A/I/R
Knowledge, skills and abilities		
Enthusiastic, with high level of motivation and initiative	E	A/I/R
Good communication and interpersonal skills	E	A/I/R
Creative and effective teaching and learning skills	E	A/I/R
Ability to use a range of positive and effective behaviour management strategies	E	A/I/R
Adaptability to changing circumstances and new ideas	E	A/I/R
Committed to the education of the whole child	E	A/I/R
Ability to provide a stimulating, encouraging and secure learning environment	E	A/I/R
Understanding of the role of assessment, record keeping and tracking pupil progress	E	A/I/R
Values creativity in raising pupils attainment and self esteem	E	A/I/R
Willingness to participate in school activities including extracurricular activities and school related community events	E	A/I
Curriculum strengths which can be brought to the school which support School Improvement Plan priorities	D	A/I/R
Excellent written and verbal communication skills (which will be assessed at all stages of the process)	E	A/I
Personal Qualities		
Commitment to professional development	E	A/I/R
Continue to promote St Mary's CE Primary School's strong educational philosophy and values	E	A/I
Be a positive role model at all times, a highly respected representative of St Mary's CE Primary School	E	I/R
Ability to prioritise time using effective organisational skills	E	I
Ability and willingness to work effectively as part of a team, learning with and from colleagues	E	A/I/R
Adaptability to changing circumstances and new ideas	E	A/I/R
Demonstrate a capacity for sustained hard work with energy and vigour	E	I/R
Other		
Commitment to safeguarding and protecting the	E	I/R

welfare of children and young people		
Commitment to equality and diversity	E	I/R
Commitment to health and safety	E	I/R
Commitment to attendance at work	E	I/R
Confidential references		
Positive recommendation from all referees, including current employer.		
Note: We will always consider your references before confirming a job offer in writing.	E	R
Prepared by: Mr N Gurman	Date	January 2022