**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:** Class Teacher  | **Grade:** Main Pay Scale  |
| **Directorate:** Children and Young People |  |
| **Establishment or team:** Larkholme Primary School  |
| **Requirements****(based on the job description)** | **Essential (E)****or****desirable (D)** | **To be identified by: application form and supporting statement (A),****interview (I),****references (R).** |
| **Qualifications** |  |  |
| Qualified teacher status | **E** | **A** |
| Degree or equivalent | **E** | **A** |
| **Experience** |  |  |
| Demonstrate a proven track record of excellent teaching as a class teacher in a substantive post for at least 2 years  | **E** | **A** |
| Experience of delivering a high quality, well planned primary curriculum | **E** | **A** |
| Experience of leading a curriculum or subject area | **E** | **A** |
| **Knowledge, skills and abilities** |  |  |
| An excellent teacher  | **E** | **A I R**  |
| Understanding of effective assessment strategies, to meet the learning needs of all pupils | **E** | **A I R**  |
| Understanding of effective learning recognising, planning and providing for different learning styles | **E** | **A I R** |
| Ability to plan to meet the needs of all groups of pupils | **E** | **A I R** |
| Ability to form and maintain excellent relationships with all members of our school community  | **E** | **A I R** |
| Ability to provide a stimulating, well organised learning environment  | **E** | **A I R** |
| Ability to use a range of positive behaviour strategies to effectively promote outstanding behaviour for learning  | **E** | **A I R** |
| Ability to use data, assessment and target setting to impact positively on pupil progress  | **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 | **E** | **A I**  |
| Excellent written and verbal communication skills (which will be assessed at all stages of the process)  | **E** | **A I**  |

|  |  |  |
| --- | --- | --- |
| Personal Qualities  |  |  |
| Continue to promote Larkholme Primary School’s strong educational philosophy and values | **E** |  **I**  |
| Be a positive role model at all times, a highly respected representative of Larkholme Primary School | **E** | **I R** |
| Demonstrate an understanding, awareness and empathy for the needs of pupils at Larkholme Primary School and how these could be met  | **E** | **I**  |
| 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** | **I R** |
| Adaptability to changing circumstances and new ideas | **E** | **I** |
| To be creative and enthusiastic to make every day for our pupils engaging and exciting  | **E** | **I** |
| Demonstrate a capacity for sustained hard work with energy and vigour | **E** | **I R** |
| **Other (including special requirements)** |
| 1. Commitment to safeguarding and protecting the welfare of children and young people
2. Commitment to equality and diversity
3. Commitment to health and safety
4. Commitment to attendance at work
 | **E****E****E****E** | **I****I****I****I** |
| **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:** | Ms C Gilmour | **Date:** | May 2023 |

**Application Form and Supporting Statement**

Terms and Conditions: In accordance with the School Teacher’s Pay and Conditions Document.

The post will be subject to strong supportive professional references. The Governors are committed to ensuring that an appointment will follow safer recruiting procedures and a DBS will be required before appointment.

The form must be fully completed, accurate and legible. Supporting statements should be clear, concise and related to the specific post and 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.

All email applications will be acknowledged by return email. If you have not received this within 48 hours of submitting an application, please resend or telephone the school.

Please note: candidates who do not meet the essential criteria of this person specification will not be considered.