**Poulton-le-Sands C.E. Primary School**

**Church Street, Morecambe, Lancashire LA4 5QA**

**Headteacher:**

**Mrs V. E. Bould B.Ed. (Hons)**

**PERSON SPECIFICATION FOR THE APPOINTMENT OF A CLASS TEACHER**

*"This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment."*

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

**[A] Application**

|  |  |
| --- | --- |
|  | **Essential/****Desirable** |
| Fully completed application form | E |
| Well considered and relevant supporting letter | E |
| Professional references should provide a strong level of support for skills, knowledge and attributes referred to below | E |
| Two employment references  | E |
| A faith reference. This does not have to be an ordained member of the clergy but should be someone who can testify to your ability to actively promote the Christian ethos.  | E |

**[B] Training and Qualifications**

|  |  |
| --- | --- |
|  | **Essential/****Desirable** |
| Qualified Teacher Status | E |
| Degree (or equivalent) | E |
| Recent and successful experience of teaching within EYFS | D |
| Evidence of recent professional development | E |
| Active member of a church in membership of Churches Together in England. | D |

**[C] Professional Knowledge, Understanding and Skill**

*Applicants should be able to demonstrate good knowledge and understanding of the following areas relevant to the post:*

|  |  |
| --- | --- |
|  | **Essential/ Desirable** |
| Pupils’ educational development | E |
| Curriculum and Assessment, including Assessment for Learning | E |
| Effective teaching and learning strategies and their impact on pupil progress | E |
| Outstanding classroom practice, using creative approaches to teaching and learning | E |
| Effective trauma-informed behaviour management strategies | E |
| Effective management of the team within the classroom | E |
| Knowledge and understanding of how to meet the varying needs of children | E |
| Knowledge and understanding of SEND principles and procedures | E |
| Ability to use ICT effectively within teaching and learning to enhance pupil progress | E |
| The ability to be able to lead a National Curriculum subject  | D |
| Willingness to lead Collective Worship  | E |
| Values involvement of parents and has confidence to engage positively with parents | E |
| Ability to create a calm and orderly learning environment | E |

**[D] Personal Skills and Attributes**

*Applicants should be able to provide evidence that they have the necessary qualities and attributes required by the post. These qualities may be demonstrated in a letter of application; however, it is more likely that they will be more fully assessable during the interview process and from the references. Applicants should be able to demonstrate:*

|  |  |
| --- | --- |
|  | **Essential/ Desirable** |
| A sense of humour | E |
| Strategic thinking and securing success | E |
| Professionalism – high expectations and standards | E |
| Effective time management and organisational skills | E |
| Commitment to safeguarding and protecting the welfare of children and young people | E |
| Effective communication with parents, carers and the wider community | E |
| Commitment to extra-curricular and school-based community events | E |
| The ability to be flexible and adapt to unexpected situations quickly and effectively | E |

**[E] Application Letter**

**The letter should be clear, concise and related to the specific post – it must be approximately two sides of A4 in length.**

**The letter must make reference to the ways in which applicants can support the Christian ethos and mission of the school.**

**The letter should make clear the candidate's experience and ability to lead a national curriculum subject.**

**The letter must demonstrate the candidates experience and skills in teaching within the Early Years Foundation Stage.**

**[F] Application Form**

**The Blackburn Diocesan Application Form should be used. You need to provide a faith reference. This should be someone who can support your assertion that you can actively promote our Christian vision but does not *have* to be an ordained cleric.**

**Please make sure that you save your application form carefully. Application Forms and supporting letters should be emailed directly to the Headteacher, stating “Teacher Application” in the subject line:**

**head@poulton-le-sands.lancs.sch.uk**