St James CE Primary School, Haslingden

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| **Person Specification Form** | | | |
| **Job title: KS2 Classteacher** | **Required 01.09.2025** | | |
| **Directorate:** Children and Young People | **Permanent Position** | | |
| **Establishment or team:** St James CE Primary School, Haslingden | | | |
| **Requirements - (based on the job description)** | | **Essential (E)**  **or**  **desirable (D)** | **To be identified by:**  **application form (A),**  **interview (I) or reference (R)** |
| **Qualifications** | |  |  |
| Qualified Teacher Status | | E | A |
| Recent & relevant participation in professional development | | E | A |
| **Faith Commitment**: **To be able to demonstrate knowledge and understanding of the following in the context of a Church school.** | |  |  |
| Full and active member of a church in membership of Churches Together in England. (This requires evidence of current church involvement and a clear indication of the applicant's beliefs in relation to a Church school) | | D | A,I,R |
| Fully supportive of the Christian teachings and ethos of the school | | E | A, I, R |
| **Experience & Professional Knowledge** | |  |  |
| Demonstrate a proven track record of effective teaching as a class teacher within KS2 | | E | A, I, R |
| A thorough knowledge of the national curriculum and ability to assess accurately and deliver a broad, balanced and exciting curriculum covering all aspects of learning | | E | A, I, R |
| Understanding of meeting the needs of EAL learners | | E | A, I, R |
| Professional skills in English, Phonics, Maths and ICT | | E | A, I, R |
| Successful experience in leading a subject area | | E | A, I, R |
| Understanding of, and commitment to, AFL | | E | A, I, R |
| Able to provide a high quality, challenging and effective learning environment which promotes high quality learning experiences for all children | | E | A, I, R |
| Able to identify and meet the needs of all learners | | E | A, I, R |
| Effective behaviour management strategies | | E | A, I, R |
| Proven record of children making at least typical or rapid progress | | E | A, I, R |
| **Knowledge, skills and abilities** | |  |  |
| Strong communication and interpersonal skills | | E | A, I, R |
| To value involvement of parents and to have confidence to engage with parents effectively. To be able to evidence a track record of being proactive in engaging parents and involving them in children’s learning | | E | A, I, R |
| Have high expectations of children and be able to excite, enthuse and inspire children | | E | A, I, R |
| **Personal Characteristics** | |  |  |
| Organised and dedicated with high levels of initiative | | E | A, I, R |
| Professionalism – have very high expectations and standards | | E | A, I, R |
| Evidence of a high level of personal motivation and enthusiasm | | E | A, I, R |
| A commitment to promoting extra-curricular activities | | E | A, I, R |
| The ability to work closely as part of a team with a good sense of humour | | E | I,R |
| Be flexible and positive | | E | I,R |
| Ability to reflect on current practice and use this information to constantly improve. | | E | A, I, R |
| **Other** | |  |  |
| Commitment to ensure that all children are safe from harm and a clear knowledge of safeguarding issues | | E | I |
| Commitment to health and safety | | E | I |
| Positive health and attendance record | | E | I |
| **Please Note: References will always be considered before confirming a job offer in writing**. | | | |

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 check will be required before appointment.

Please return your completed application form and letter of application **of no more than 1500 words**, stating your appropriateness for the post, taking into account the specific essential criteria above to Headteacher, Miss Frances Brady ([head@haslingden-st-james.lancs.sch.uk](mailto:head@haslingden-st-james.lancs.sch.uk))

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

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