



**Lancashire County Council
Great Harwood Primary School**

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

**Person Specification
Class Teacher**

Requirements (based on job description)	Essential Or Desirable	Evidence Application Form (A) Letter (L) Interview (I) Reference (R)
<p>Training and Qualifications Qualified Teacher Status Degree Evidence of recent and relevant training applicable to the post</p>	<p>E E E</p>	<p>A A A</p>
<p>Experience Experience of strong teaching in a primary school setting with high expectations for all learners Ability to plan support for pupils with Special Educational Needs Experience of deploying teaching assistants effectively Experience of successfully managing challenging behaviour Experience of assessment, tracking and target setting Experience of teaching and assessing Phonics Successful teaching in KS1</p>	<p>E E E E E D D</p>	<p>A/L/I/R A/L/I/R A/L/I/R A/L/I A/L/I A/L/I A/L/I A/L/I</p>
<p>Professional knowledge and understanding Ability to convey care, warmth and empathy towards all children Ability to use data, assessment and target setting effectively to raise standards/address weaknesses Ability to demonstrate a proven track record of the effective implementation of a range of behaviour management strategies Ability to use ICT to enhance teaching and learning Ability to create and promote a stimulating learning environment for all learners Excellent subject and curriculum knowledge Understanding of child protection and safeguarding</p>	<p>E E E E E E E</p>	<p>L/I/R L/I/R L/I/R L/I/R L/I/R L/I/R L/I/R</p>



<p>Personal skills and attributes</p> <p>Promote the school’s strong educational philosophy and values</p> <p>Set high expectations that inspire, motivate and challenge pupils</p> <p>A commitment to inclusion for all</p> <p>Nurture trust in the school community</p> <p>Communicate clearly and effectively orally and in writing</p> <p>Relate well to children and adults, building effective working relationships</p> <p>Prioritise, plan and organise self and others</p> <p>Be aware of their personal strengths and areas for development and listen to and reflect constructively and act upon, as appropriate, feedback from others</p> <p>Ability to form and maintain excellent relationships with all members of our school community</p>	E	L/I
	E	L//R
	E	L//R
	E	L//R
	E	L/I
	E	L//R
	E	L//R
	E	I
	E	I/R
<p>A willingness to support colleagues</p> <p>A willingness to participate in the wider life of the school, including extra curricular activities and community events etc.</p>	E	I/R
E	L//R	

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: Mr J McKenna **Date: 24/03/25**