



PERSON SPECIFICATION FOR THE APPOINTMENT OF AN UPPER PAY SCALE CLASS TEACHER WITH TLR 2.1

"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.	D

[B] Training and Qualifications

	Essential/ Desirable
Qualified Teacher Status	E
Degree (or equivalent)	E
Recent and successful experience of teaching within KS1 and KS2	D
Evidence of recent professional development	E
Active member of a church in membership of Churches Together in England.	D
Forest School Accredited Qualification	D
Experience of being a DSL and having DSL training	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

Let Your Light Shine (Matthew 5:16)

Knowledge and understanding of how to meet the varying needs of children	E
Knowledge and understanding of SEND principles and procedures within the classroom	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	E
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
Experience of managing a mixed aged class	D

[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
To be able to work flexibly and be part of a small school team	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

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 national curriculum subjects (particularly interested in science, PE and maths).

The letter must demonstrate the candidates experience and skills in teaching within KS1 and KS2

The letter must demonstrate experience of teaching in mixed-aged and if possible, cross key stage classes.

[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, for example this could be a current line manager in a Church School.

**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@merebrow.lancs.sch.uk**