

# Lancashire County Council

## Caton Primary School

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

### Person Specification

#### Class Teacher with TLR

| Requirements<br>(based on job description)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Essential<br>Or<br>Desirable                           | Evidence<br>Application<br>Form (A)<br>Letter (L)<br>Interview (I)<br>Reference (R)      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|------------------------------------------------------------------------------------------|
| <b>Training and Qualifications</b><br>Qualified Teacher Status<br>Degree<br>Evidence of recent and relevant training applicable to the post                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | E<br>E<br>E                                            | A<br>A<br>A                                                                              |
| <b>Experience</b><br>At least 2 years' experience teaching in a primary school<br>Evidence of strong teaching in a primary school setting<br>Proven track record of leading an area of improvement with impact<br>Ability to demonstrate a proven track record of support for pupils with Special Educational Needs<br>Experience of deploying teaching assistants effectively<br>Experience of successfully managing challenging behaviour<br>Experience of assessment, tracking and target setting<br>Experience of leading and developing a curriculum area<br>Experience of teaching a mixed age class<br>Experience of teaching in more than one keystage | E<br>E<br>D<br><br>E<br><br>E<br>E<br>E<br>E<br>D<br>D | A<br>L/I/R<br>L/I/R<br><br>L/I/R<br><br>L/I/R<br>L/I/R<br>L/I/R<br>A/L/I/R<br>A/L<br>A/L |
| <b>Professional knowledge and understanding</b><br>Ability to use data, assessment and target setting effectively to raise standards/address weaknesses<br>Ability to use ICT to enhance teaching and learning<br>Ability to create and promote a stimulating learning environment for all learners<br>Excellent subject and curriculum knowledge<br>Demonstrate a strong ability to advise and support other teaching staff across the school<br>Strong understanding of child protection and safeguarding                                                                                                                                                    | E<br><br>E<br>E<br><br>E<br>E<br>E                     | L/I/R<br><br>L/I/R<br>L/I/R<br><br>L/I/R<br>L/I/R<br>L/I/R                               |
| <b>Personal skills and attributes</b><br>Promote the school's strong educational philosophy and values<br>Set high expectations that inspire, motivate and challenge pupils<br>A commitment to inclusion for all<br>Inspire trust in the school community<br>Communicate clearly and effectively orally and in writing<br>Relate well to children and adults, building effective working relationships<br>Prioritise, plan and organise self and others                                                                                                                                                                                                        | E<br>E<br><br>E<br>E<br>E<br>E<br>E                    | L/I<br>L/I/R<br><br>L/I/R<br>L/I/R<br>L/I<br>L/I/R<br>L/I/R                              |

|                                                                                                                                                            |   |       |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|---|-------|
| Be aware of their personal strengths and areas for development and listen to and reflect constructively and act upon, as appropriate, feedback from others | E | I     |
| Demonstrate a capacity for sustained hard work with energy and vigour                                                                                      | E | I/R   |
| A desire and willingness to support colleagues                                                                                                             | E | I/R   |
| A desire and willingness to actively participate in the wider life of the school, including extra curricular activities, PTA and community events etc.     | E | L/I/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:** G Bowskill Headteacher

**Date:** 03/09/25