



Lancashire County Council

Person specification form		
Post title: Class Teacher	Grade: Main Pay Range	
Directorate: Children and Young People	Post number:	
Establishment or team: Morecambe Bay Community Primary School		
Requirements (Based on the Job Description)	Essential (E) or Desirable (D)	To be identified by: application form (AF), interview (I), test (T), or other (give details)
Qualifications <ul style="list-style-type: none"> • Qualified Teacher status or equivalent • Degree/PGCE or equivalent qualifications • Other educational/professional qualifications 	E E D	AF AF AF
Knowledge and Experience <ul style="list-style-type: none"> • Evidence of effective teaching and learning • Evidence of providing excellent provision for all pupils achieving high standards of pupil progress • An excellent understanding of and experience in using assessment to close gaps in learning • Experience of successful subject leadership • Ability to plan effectively for mixed ability classes • Good knowledge of the primary curriculum • Experience of successful teaching in Early Years, Key Stage 1 or Key Stage 2 	E E E D E E D	AF/I AF/I AF/I AF/I AF/I AF/I AF/I
Professional Skills <ul style="list-style-type: none"> • Ability to use a range of teaching and learning strategies • Have strong inter-personal skills – able to develop relationships • Proven ability to implement strategies for raising pupil achievement • Excellent people skills – motivating, nurturing and challenging children to achieve their best • ICT skills for teaching • Experience in working with partners/multi-agency approaches • Experience in Safeguarding procedures including Child Protection • Knowledge of data management 	E E E E E D E E	AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I
Professional Ethos and Commitment <ul style="list-style-type: none"> • High expectations for self and others and a strong commitment to raising achievement • Commitment to promote home-school partnerships 	E E	AF/I AF/I

<ul style="list-style-type: none"> • High expectations of pupil behaviour and strategies to meet the personalised learning and emotional needs of every child • Willingness to be involved in extra-curricular activities • To use a 'trauma-informed' approach as part of your embedded practice • Demonstration of innovation and creativity in the curriculum 	E	AF/I
<ul style="list-style-type: none"> • High expectations of pupil behaviour and strategies to meet the personalised learning and emotional needs of every child 	E	AF/I
<ul style="list-style-type: none"> • Willingness to be involved in extra-curricular activities 	D	AF/I
<ul style="list-style-type: none"> • To use a 'trauma-informed' approach as part of your embedded practice 	E	AF/I
<ul style="list-style-type: none"> • Demonstration of innovation and creativity in the curriculum 	E	AF/I
Personal Qualities <ul style="list-style-type: none"> • Approachable • Ability to remain positive and promote a 'can-do' culture • Ability to promote and develop positive relationships within and beyond the school • Ability to set and work to deadlines 	E	AF/I
<ul style="list-style-type: none"> • Approachable 	E	AF/I
<ul style="list-style-type: none"> • Ability to remain positive and promote a 'can-do' culture 	E	AF/I
<ul style="list-style-type: none"> • Ability to promote and develop positive relationships within and beyond the school 	E	AF/I
<ul style="list-style-type: none"> • Ability to set and work to deadlines 	E	AF/I
Other (including special requirements) <ol style="list-style-type: none"> 1. Commitment to safeguarding and protecting the welfare of children and young people 2. Commitment to equality and diversity 3. Commitment to health and safety 4. Commitment to professional self-development 5. Promoting the school's ethos, vision and aims 	E	I
<ol style="list-style-type: none"> 1. Commitment to safeguarding and protecting the welfare of children and young people 	E	I
<ol style="list-style-type: none"> 2. Commitment to equality and diversity 	E	I
<ol style="list-style-type: none"> 3. Commitment to health and safety 	E	I
<ol style="list-style-type: none"> 4. Commitment to professional self-development 	E	I
<ol style="list-style-type: none"> 5. Promoting the school's ethos, vision and aims 	E	I
Prepared by: Mr Lee Dougan, Headteacher	Date:	June 2026
<i>Note: Job offer is conditional to satisfactory employment checks including references.</i>		