

# Lancashire County Council

Candidates failing to meet any of the essential criteria will automatically be excluded at any stage of the process.

The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

<b>Job title:</b> Classroom Teacher Full Time	
<b>Directorate:</b> Children and Young People	
<b>Requirements (based on the job description)</b>	<b>Essential (E) or desirable (D)</b>
<b>Qualifications</b> Qualified Teacher Status Degree Qualifications/ training in specialist area of SEND	 E E D
<b>Experience</b> Experience of teaching children with special educational needs Experience of teaching children of different abilities	 E E
<b>Knowledge, skills and abilities</b> Demonstrates awareness and understanding of the complex and varied learning needs of pupils Strong knowledge of the curriculum and assessment requirements. Ability to demonstrate a clear understanding of teaching and learning Ability to demonstrate a clear rationale for teaching children with SEND and a proven track record of the effective implementation of a range of SEND strategies. Confident in using ICT to enhance and support teaching and learning	 E  E E E E
<b>Teaching and Assessment</b> Evidence of a commitment to and implementation of clear individual targets and class planning, recording and assessment. Experience of subject curriculum design, delivery, development and co-ordination, skills and knowledge.	 E  D
Excellent classroom management and organisation both indoors and outside	E

Ability to provide a stimulating, encouraging and secure learning environment	E
Understand the importance of assessment and record keeping informing planning to support children's learning	E
Effective deployment and professional development of support staff	E
<b>Wider Professional Effectiveness</b>	
Knowledge and understanding of child protection and safeguarding issues	E
A self-motivated commitment to further professional development	E
<b>Professional Characteristics</b>	
High expectation of pupil achievement	E
Demonstrate a passion for improving the outcomes for vulnerable young people	E
Willingness to contribute to the life and work of school including extra-curricular activities and whole-school activities	E
Ability to work positively and sensitively with children, parents, staff, governors, other agencies and the wider community	E
Demonstrate a commitment to the ethos and policies of the school	E
Strong commitment to continuous professional development.	E
Possess a coherent educational philosophy and the capacity to articulate this effectively to others	E
<b>Personal Skills and Attributes</b>	
Good organisational and interpersonal skills with the ability to communicate effectively	E
Ability to work well within a team and recognise their own personal impact	E
High level of commitment, enthusiasm, flexibility and motivation	E
Ability to prioritise time effectively	E
Good humoured and approachable	E
Promote the school's strong educational philosophy and values	E
Be aware of own strengths and areas for development and listen to, and reflect constructively and act upon as appropriate, feedback from others	E
Commitment to everyone being a learner – children, staff and parents	E
Excellent communication and interpersonal skills	E
Maintains high standards and expectations of themselves and others	E
<b>Other</b> (including special requirements)	
Commitment to safeguarding and protecting the welfare of children and young people	E
Commitment to equality and diversity	E

Commitment to health and safety Excellent attendance at work	E E
<b>Application form and Letter</b>	
<b>Prepared by:</b> Mr P Higham	<b>Date:</b> 15/05/25