

GARSTANG ST THOMAS

CHURCH OF ENGLAND PRIMARY SCHOOL



Person Specification

The school is committed to safeguarding and promoting the welfare of children and young people. The successful applicant will be required to demonstrate a commitment to safeguarding, suitability to work with children and willingness to undertake all required safeguarding and Prevent training in line with Keeping Children Safe in Education (KCSIE).

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

Job title: Class Teacher	Main Pay Scale	
Establishment: Garstang St Thomas Church of England Primary School		
Requirements (based on the job description)	Essential (E) or desirable (D)	To be identified by: application (A), interview (I), reference (R), Lesson Observation (LO)

Qualifications, Experience and Professional Development.

Full and active member of a church in membership of Churches Together in England.	D	A R
Qualified Teacher Status	E	A
Degree or equivalent	E	A
Experience:		
Recent and relevant experience within a primary classroom	E	A I
Teaching experience in the early years	E	A I
Experience of effective behaviour management	E	A I
Experience of being involved in the wider life of a school	E	A I
Experience of using assessment for learning	E	A I
Drive and commitment to professional development	E	A I
Experience as a subject leader	D	A I

Professional Knowledge & Skills / Personal Attributes

Ability to actively support the Christian ethos of our school	E	A I R
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Demonstrates enthusiasm, motivation and commitment to high-quality teaching and learning.	E	A I R L O
Has the ability to care for children, support their welfare and help them achieve their best	E	A I L O
Ability to adapt teaching to meet the needs of pupils with SEND, disadvantaged pupils and those with additional vulnerabilities	E	A I L O
Is resilient, reflective and is committed to becoming the best possible teacher	E	A I L O
Has the knowledge, skills, ability and drive to create an environment that engages, inspires and allows children to make the most progress	E	A I L O
Has the highest expectations of children's work and behaviour	E	A I L O
Has excellent interpersonal skills and the ability to develop and maintain positive, open relationships with parents, pupils and staff	E	A I L O
Has the knowledge, skills, ability and drive to meet the needs of every child so that all children make rapid progress	E	A I L O
Shows a willingness to participate in school activities including extracurricular activities and school-related community events	E	A I
Has excellent written and verbal communication skills	E	A I L O
Understanding of online safety, appropriate professional conduct online and safe use of technology	E	A I
Ability to work collaboratively and contribute positively to a respectful professional culture	E	A I

Other (including special requirements)		
Commitment to safeguarding and protecting the welfare of children and young people	E	I R
Commitment to equality, diversity and inclusion and to creating an inclusive environment for all pupils, staff and families	E	I
Commitment to health and safety	E	I R
Commitment to maintaining confidentiality and complying with data protection requirements	E	A I
Commitment to high standards of attendance, punctuality and reliability	E	I R
Willingness to undergo enhanced DBS checks, online searches and all safer recruitment checks	E	A

Note: **We will always consider your references before confirming a job offer in writing.**

Prepared by: **Jim Blakely (Headteacher)** Date: **May 2026**