



PERSON SPECIFICATION FOR CLASS TEACHER

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."

[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

[B]

Training and Qualifications

	Essential/ Desirable
Qualified Teacher Status	E
Degree (or equivalent)	E
Recent and successful experience of teaching within Key Stage Two	D
Evidence of recent professional development	E

[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
Knowledge and understanding of how to meet the varying needs of children	E
Knowledge and understanding of SEND principles and procedures	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
Values involvement of parents and has confidence to engage positively with parents	E
Ability to create a calm and orderly learning environment	E

[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
A sense of humour	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 – it must be approximately **two sides of A4 in length**. The letter must make reference to the ways in which applicants can support the Christian ethos of the school.

[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***.

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@weeton-st-michaels.lancs.sch.uk