



Great Harwood St Bartholomew's Parish CE VA Primary School

'Follow Jesus in all we do'

Person Specification

Great Harwood St Bartholomew's Parish CE VA Primary School is committed to safeguarding and protecting the welfare of children and young people and expects all staff and volunteers to share this commitment.

The applicant will be required to safeguard and promote the welfare of children and young people and be faithful to the trust deed.

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

Job title: Class Teacher	Main Pay Scale	
Requirements (based on the job description)	Essential (E) or desirable (D)	To be identified by: application form (A), interview (I), reference (R), lesson observation (LO)

Qualifications:

Member of a church in membership of Churches Together in England.	D	A R
Qualified Teacher Status	E	A
Degree or equivalent	E	A
Paediatric First Aid	D	A

Experience:

Recent and relevant experience within a primary classroom	E	A I
Experience of leading a curriculum or subject area	D	A I
Recent and relevant professional development	E	A I
Proven record of successful teaching in the primary phase	D	A I

Knowledge, skills, abilities and personal attributes:

Demonstrate an understanding of and commitment to safeguarding and child protection	E	A I R
Be fully supportive of the strong Christian ethos of our school	E	A I R
Have a passion for teaching and working with children	E	A I R
Have high expectations of children's behaviour and the ability to manage behaviour using a nurturing approach	E	A I R
Ability to use a range of positive behaviour strategies to effectively promote outstanding behaviour for learning	E	A I R
Be an outstanding practitioner who is able to meet all the standards as required by the National Teaching Standards	E	A I R
Demonstrate an understanding, awareness and empathy for the needs of pupils at Great Harwood St Bartholomew's Parish CE VA Primary School and how these could be best met	E	A I
Plan sequences of lessons with clearly differentiated learning objectives, linked to prior attainment which meet the needs of all learners including SEND, AGT, EAL and disadvantaged	E	A I R
Have the ability to use data, assessment and target setting to impact positively on pupil progress	E	A I R
Use a range of strategies to provide feedback to pupils	E	A I

Closely assess, track, record and report pupil's progress	E	A I
Show a willingness to participate in school activities including extracurricular activities and school related community events	E	A I
Have the ability to provide an effective and stimulating learning environment	E	A I
Be creative and enthusiastic to make every day for our pupils engaging and exciting	E	A I
Develop good personal relationships within a team	E	A I
Ability to work in close partnership with fellow year group class teacher	E	A I
Be a positive role model at all times and a highly respectful representative of Great Harwood St Bartholomew's Parish CE VA Primary School	E	A I
Have the ability to deploy and direct the work of Teaching Assistants effectively	E	A I R
Be resilient and demonstrate a capacity for sustained hard work and good attendance with energy and vigour	E	A I
Willingness to work within the guidelines set out by agreed school policies	E	A I
Ability to manage time and tasks effectively	E	A I
Ability to meet deadlines	E	A I
Show a commitment to working with parents and colleagues in a collaborative and mutually supportive way	E	A I R
Have excellent written and verbal communication skills	E	A I R
Self-motivated and well-organised	E	A I R
Flexible and approachable	E	A I R
Adaptable to changing circumstances and new ideas	E	A I R

Other (including special requirements)

Commitment to safeguarding and protecting the welfare of children and young people	E	I
Commitment to equality and diversity	E	I
Commitment to health and safety	E	I
Commitment to sustaining regular attendance at work	E	R

[J] Application Form and Supporting Statement

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post, **and be no more than 2 sides of A4 – font size 11**. This should be written by the candidate and not generated by AI.

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

Prepared by: Sarah Irvine Date: March 2026