

Employee Specification Form

NB. Candidates must meet essential requirements to apply.

Post Number	
Job Title	Y3 Teacher
Department	OAK TREES MAT - Poulton Lancelyn Primary School
Prepared by and date	Headteacher – July 2025

Essential Personal Attributes	Stage Identified	Desirable Personal Attributes	Stage Identified
Qualifications <ul style="list-style-type: none"> Degree or equivalent Qualified teacher status 	App App	<ul style="list-style-type: none"> Evidence of recent and relevant continuing professional development Additional relevant qualifications eg first aid, coaching awards etc. 	App App
Experience <ul style="list-style-type: none"> Delivering National Curriculum Excellent classroom skills that demonstrate outstanding practice Recent successful teaching experience demonstrating good/outstanding progress of pupils 	App/I App/I App/I	<ul style="list-style-type: none"> Experience of using in-house data in order to track pupil progress and improve performance Experience of teaching maths using Power Maths materials Experience of leading a National Curriculum subject 	App/I App/I App/I
Knowledge and skills <ul style="list-style-type: none"> Excellent teaching skills, coupled with a clear understanding of how to meet the needs of a range of aptitudes and abilities Clear personal philosophy of education Commitment to raising standards of attainment and achievement Excellent classroom management skills Ability to use innovative and appropriate IT effectively throughout the curriculum Excellent interpersonal and communication skills Understanding of how to monitor pupil progress and tailor their learning accordingly using assessment information. Clear understanding of the statutory requirements of current legislation concerning SEN and Child Protection Ability to work well as part of a team and make effective, positive contribution Make the best use of school resources including support staff 	Obs/A/I App/I App/I App/I App/I App/I App/I App/I	<ul style="list-style-type: none"> Understanding of current national initiatives Knowledge of Roshenshine's Principles of Instruction and varying retrieval practices Knowledge of varying questioning strategies Ability to create challenging, creative and effective learning opportunities for all pupils. Knowledge and understanding of inclusion and current Special Needs guidance and its application in the whole school setting Ability to use assessment data to inform teaching and learning 	App/I App/I App/I App/I App/I App/I
Special Requirements: <ul style="list-style-type: none"> Enthusiasm for teaching and learning, with the ability to motivate and inspire Evidence of positive contribution to the wider life and ethos of school Create a safe, happy, healthy, challenging and effective learning environment. Develop positive professional relationship with all stakeholders 	App/I App/I App/I App/I	<ul style="list-style-type: none"> Show a flexible, positive approach to school life An enthusiasm to contribute to the wider life of school 	App/I App/I