



CLASS TEACHER - PERSON SPECIFICATION

Please note: any candidates who do not fulfill all of the essential criteria will not be short listed for interview.

TRAINING AND QUALIFICATIONS	Essential	Desirable
Qualified Teacher Status	*	
Catholic Certificate of Religious Studies or equivalent		*
Degree	*	
An enhanced DBS and barred list check.	*	

FAITH COMMITMENT	Essential	Desirable
Practising Catholic		*
Sound understanding of the distinctive nature of the Catholic School	*	
Understanding of teacher's role in spiritual development of pupils and staff	*	
Understanding of and commitment to curriculum Religious Education	*	
Understanding of school's role in the community	*	

PROFESSIONAL KNOWLEDGE AND UNDERSTANDING	Essential	Desirable
Teaching at the primary phase, displaying exemplary practice.		*
Knowledge and understanding of the curriculum, target setting and assessment for learning	*	
A secure knowledge and competence in ICT	*	
Knowledge of local and national policies, priorities and statutory frameworks	*	
Demonstrates a professional approach to presentation and conduct	*	
Leading or managing other staff members in a school environment.		*
Data analysis and targeting interventions to address outcomes.		*
Assisting in developing school policies.		*
Demonstrates a willingness to undertake further Professional Development	*	
Contributing to whole-school self-evaluation.		*

TEACHING AND CLASS MANAGEMENT	Essential	Desirable
Ability to use a variety of effective teaching and learning strategies	*	
Understanding of adaptation so that all pupils succeed and	*	
Ability to raise standards of achievement	*	
Ability to create a safe, purposeful working atmosphere	*	
Ability to work with and motivate pupils at all abilities, including those who are more able and those with SEND and medical conditions.	*	
Teach using a wide range of strategies that meet differing learning styles and the needs of all pupils.	*	
Judge a situation effectively and have the confidence to act on their initiative so that an effective solution is developed.		*
Understanding of clear planning and preparation	*	
Demonstrates high expectations for all pupils	*	
Willingness to support school enrichment activities	*	
Effective management and organisation of resources in the classroom	*	



Ability to evaluate own standards of teaching and learning in the classroom	*	
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PERSONAL SKILLS AND ABILITIES	Essential	Desirable
Ability to work as part of a team and to establish successful relationships at all levels	*	
Effective communication skills	*	
Effective interpersonal skills	*	
Demonstrates a willingness to share ideas and to learn from others	*	
Demonstrates stamina and resilience	*	
Demonstrates confidence	*	
Demonstrates adaptability to changing circumstances and new ideas	*	
Demonstrates motivation and commitment	*	
An excellent attendance and punctuality record.	*	
Excellent time management skills and organisation.	*	
Shows concern for individual needs	*	
High expectations of self and professional standards.	*	
Demonstrates humour	*	

OTHER REQUIREMENTS	Essential	Desirable
Letters should be clear and concise	*	
Underpinned by an overall philosophy for Catholic Education	*	
Should address the criteria identified in the person specification	*	

CONFIDENTIAL REFERENCES AND REPORTS	Essential	Desirable
Two written references	*	
Professional Reference should confirm the professional and personal knowledge, skills and abilities referred to above	*	
In the case of a Catholic applicant one reference should be the priest where applicant worships regularly.		*
In the case of other applicants, the second reference should be able to support the candidate's ability to support the education of children in a Catholic school.	*	
Positive recommendation from current employer (if applicable)	*	
Satisfactory health and attendance record	*	

