



# Sacred Heart Catholic Primary School

*Live and Learn with Jesus*

## PERSON SPECIFICATION

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

**Evidence against the person specification will be gathered in the following ways:**

**AF – Application Form    I – Interview Process    R – References    T – Task**

|                                   | Essential                                                                                                                                                                                                     | Desirable                                                                     | Evidence gathered |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|-------------------|
| Qualifications                    | To have QTS                                                                                                                                                                                                   |                                                                               | AF                |
|                                   | Evidence of participation in relevant CPD.                                                                                                                                                                    | Evidence of participation in child protection/safeguarding children training. | AF R              |
|                                   | ICT confident and competent.                                                                                                                                                                                  |                                                                               | AF                |
| Teaching, learning and assessment | Evidence of teaching experience in KS2                                                                                                                                                                        |                                                                               | AF<br>I<br>R<br>T |
|                                   | Have high expectations of pupils and build successful relationships centred on teaching and learning.                                                                                                         |                                                                               |                   |
|                                   | Evidence of the ability to select and prepare resources; taking into account pupils' interests and their learning needs, language and cultural backgrounds, with the help of support staff where appropriate. | Evidence of a variety of teaching methods used to improve learning.           | AF<br>I<br>R<br>T |
|                                   | Evidence of monitoring and assessment information used to improve planning and teaching.                                                                                                                      |                                                                               | AF<br>I<br>R      |
|                                   | Make appropriate use of monitoring and assessment strategies to evaluate pupils' progress towards planned learning objectives.                                                                                |                                                                               | AF<br>I<br>T      |
|                                   | Demonstrate consistent and effective planning of lessons to meet pupils differing learning needs.                                                                                                             |                                                                               | AF<br>I<br>R<br>T |
|                                   | Experience of working with children with specific learning needs.                                                                                                                                             |                                                                               | AF<br>I<br>R<br>T |
|                                   | A thorough understanding of the National Curriculum.                                                                                                                                                          |                                                                               | T<br>AF<br>I      |

|                                                  |                                                                                                                                |                                                                 |                   |
|--------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|-------------------|
|                                                  | Promote active and independent learning that enables pupils to think for themselves and to plan and manage their own learning. |                                                                 | I<br>R<br>T       |
|                                                  | Create happy challenging and effective learning environment                                                                    |                                                                 | AF<br>I<br>R<br>T |
|                                                  |                                                                                                                                | Experience of leading or supporting extra-curricular activities | I<br>R<br>T       |
|                                                  |                                                                                                                                | Experience of leading a curriculum subject                      | I<br>R<br>T       |
| <b>Personal development, welfare and safety.</b> | Promote and safeguard the welfare of children.                                                                                 |                                                                 | AF<br>I           |
|                                                  | Understanding of child protection procedures.                                                                                  |                                                                 | AF<br>I           |
|                                                  | Evidence of outstanding classroom management including behaviour management strategies to promote learning.                    |                                                                 | AF<br>I<br>R      |
|                                                  | Maintain and support the school's behaviour policy                                                                             |                                                                 | AF<br>I, R        |
|                                                  | Ability to provide accurate and constructive feedback on learners' attainment and progress                                     |                                                                 |                   |
| <b>Personal Qualities</b>                        | A willingness to learn and develop new skills                                                                                  |                                                                 | I                 |
|                                                  | A desire to make a difference to the lives of young people                                                                     |                                                                 | I                 |
|                                                  | Involvement and commitment to all aspects of school life                                                                       |                                                                 | AF<br>I<br>R      |
|                                                  | Excellent written and oral communication skills                                                                                |                                                                 | AF<br>I           |
|                                                  | Enthusiastic and positive, approachable accessible and flexible                                                                |                                                                 | AF<br>I<br>R<br>T |
|                                                  | Commitment to the school's ethos                                                                                               |                                                                 | AF<br>I           |
|                                                  | Ability to plan time and organise work effectively                                                                             |                                                                 | AF<br>R<br>T      |
|                                                  | Ability to work as part of a team towards a common purpose                                                                     |                                                                 | I<br>R            |
| <b>Confidential References and Reports</b>       | Positive recommendation from all referees, including current employer                                                          |                                                                 | R                 |

|                          |                                                                                                   |  |   |
|--------------------------|---------------------------------------------------------------------------------------------------|--|---|
| Special<br>Circumstances | An ability to fulfil all spoken aspects of the role with confidence through the medium of English |  | I |
|--------------------------|---------------------------------------------------------------------------------------------------|--|---|