

TEACHING STAFF



PERSON SPECIFICATION

1. TRAINING AND QUALIFICATIONS

	Essential	Desirable	Evidence
Qualified Teacher Status	✓		App form
Catholic Certificate of Religious Studies or equivalent		✓	App form
Degree (<i>For secondary school teachers must be in subject specialism</i>)	✓		App form
Higher Degree		✓	App form
Recent participation in range of relevant in-service training	✓		Interview

2. FAITH COMMITMENT

	Essential	Desirable	Evidence
Practising Catholic		✓	App Form Interview
Evidence of participation in life of faith community		✓	Priest reference

3. EXPERIENCE

	Essential	Desirable	Evidence
Evidence of successful primary/secondary school teaching experience (as appropriate)	✓		App form interview
Successful promotion of positive behaviour management strategies	✓		App form interview
Successful experience of accelerating rates of pupil progress	✓		App Form Interview
Experience of working with children from diverse backgrounds		✓	Interview

4. SKILLS AND KNOWLEDGE

	Essential	Desirable	Evidence
Thorough knowledge of the whole curriculum (<i>primary or secondary specialism as appropriate</i>)	✓		Interview
Knowledge of effective learning strategies	✓		Interview
Good understanding of the different ways in children learn and of a variety of teaching strategies.	✓		App form Interview
Ability to adapt teaching style to meet pupils' needs	✓		Interview
Demonstrate commitment to and understanding of the processes of inclusion and equal opportunities in particular knowledge of strategies for EAL pupils learning		✓	Interview
Ability to build effective working relationships with pupils	✓		Interview
Knowledge of guidance and requirements regarding safeguarding children	✓		Interview
Knowledge of effective behaviour management strategies	✓		Interview
Excellent ICT skills particularly using ICT to support learning	✓		Interview
Evidence of relevant professional development	✓		App Form Interview
Knowledge of current procedures and strategies for raising standards		✓	Interview

5. PERSONAL QUALITIES

	Essential	Desirable	Evidence
Committed to educating the whole child	✓		App form interview
Commitment to getting best outcomes for all pupils and promoting the Catholic ethos and values of the school	✓		App form interview
Demonstrate high expectations for children's attainment and progress	✓		Interview
Demonstrate ability to work under pressure and priorities effectively	✓		Interview
Commitment to maintaining confidentiality at all times	✓		Interview
Commitment to safeguarding and diversity.	✓		Interview

6. CONFIDENTIAL REFERENCES AND OUTCOMES

Applicants must be able to positively provide the following information if successfully appointed:

At least 2 written professional references
Confirmation of professional and personal knowledge, skills and abilities
Positive recommendation from current employer or training organisation
Satisfactory health and attendance record
Satisfactory enhanced DBS check and other pre-employment checks as required

HOW TO APPLY

Further information about the School can be found at: (SCHOOL WEBSITE) and/or about the Trust on the Trust website: www.olicatschool.org

A candidate pack and application form are available by contacting the Trust HR Director either by: Telephone: 07725 067647; email: TrustHR@olicatschools.org or from the Trust website (see above).

If you wish to either visit the school or speak to the Head Teacher, please contact the school by: (INSERT CONTACT DETAILS)

Completed applications to be sent to Mrs Jo Brake-Oakes, Trust HR Director/or Headteacher at TrustHR@olicatschools.org no later than 12 noon on (DATE).

Interview arrangements will be confirmed in due course.

All appointments will be subject to an enhanced DBS clearance in line with our Safer Recruitment Policy.

Thank you for your interest in our Trust.

**OUR LADY
IMMACULATE**
CATHOLIC ACADEMIES TRUST



For more information, please contact Trust HR by email at: TrustHR@Olicatschools.org or by telephone: 01604 497309 or, visit the OLICAT Trust website: www.olicatschools.org