

# ST JOHN'S CATHOLIC PRIMARY SCHOOL

*'Let the light of Christ shine in us'*



The Diocese of Westminster Academy Trust  
Providence Way

Baldock  
Hertfordshire  
SG7 6TT

Head Teacher: Mr T Timson  
[www.stjohns4.herts.sch.uk](http://www.stjohns4.herts.sch.uk)

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**Job Title:** Teacher  
**Reports to:** Head teacher  
**Salary Range:** Main Pay Range 1 - 4  
**Date:** September 2026

## Person Specification

### Core Professional Capabilities

- **Organisation and Self-Management**  
Effectively plans, prioritises and manages workload, time and emotions to maintain professionalism and support structured, safe and engaging learning environments.
- **Judgement, Initiative and Accountability**  
Demonstrates sound judgement, critical thinking and problem-solving skills. Takes responsibility for decisions and actions, showing initiative and a strong sense of professional accountability in support of student learning and wellbeing.
- **Adaptability, Resilience and Positive Outlook**  
Maintains a positive, hopeful and resilient approach, responding calmly and flexibly to the dynamic challenges of school environments and working collaboratively across roles.
- **Risk Awareness and Professional Boundaries**  
Identifies and proactively manages risk to ensure safe, inclusive and supportive environments, while thoughtfully compartmentalising personal and professional matters to remain focused and responsive.



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## Relationships and Collaboration

- **Capacity to Build Relationships**  
Builds positive, respectful and trusting relationships with students, colleagues, families and the wider community, grounded in catholic values, compassion, fairness and care.
- **Working with Others and Authority**  
Works collaboratively and respectfully with the Senior Leadership Team, Trust team and governors, responding positively to guidance and constructively challenging where appropriate.

## Professional Learning and Self-Awareness

- **Reflective Practice and Self-Awareness**  
Demonstrates strong self-awareness and engages in reflective practice to continually improve professional effectiveness.
- **Curiosity, Learning and Openness to Change**  
Shows professional curiosity and a commitment to ongoing learning, welcoming feedback and new ideas to enhance teaching, learning and school improvement.

## Professional Conduct and Reliability

- **Professionalism and Integrity**  
Upholds high standards of professional conduct, acting as a positive role model.  
Communicates effectively and respectfully, demonstrating integrity, reliability and diligence.
- **Conscientiousness and Independence**  
Is dependable and thorough in fulfilling responsibilities, working effectively as an individual and with the wider school community.

## Motivation, Values and Ethos

- **Commitment to Student Learning and Development**  
Demonstrates a strong understanding of how children learn and develop, with genuine passion for supporting pupils' academic, social, emotional and spiritual growth.
- **Catholic Ethos and Moral Values**  
Actively supports faith, prayer and Catholic social teaching, contributing to the spiritual life of the school. Acts with honesty and integrity in line with the Trust's ethos "Christ Centred, Child Centred, Catholic Educational Excellence".



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