



CLASS TEACHER - Secondary
PERSONAL SPECIFICATION

	Essential Criteria	Desirable Criteria
Education and Qualifications	<ul style="list-style-type: none"> Qualified teacher to work in the UK Right to work in the UK Teaching Experience Enhanced & relevant disclosures Degree or equivalent in subject area 	<ul style="list-style-type: none"> Additional qualifications relevant to the role Recent additional training Experience in Secondary
Experience	<ul style="list-style-type: none"> Evidence of highly effective teaching Experience of following the National Curriculum Experience of target setting, assessment and pupil tracking. Commitment to creativity and the wider curriculum. Liaise effectively with parent/carers 	<ul style="list-style-type: none"> Knowledge of teaching children with Special Educational Needs Knowledge of teaching subject area up to and including 'A' level either on teaching practice or as qualified teacher Experience of being a form tutor and being part of a year group. Proven track record of improving results at either key stage 3, key stage 4 or key stage 5.
Skills and Abilities	<ul style="list-style-type: none"> High expectations which inspire motivate and challenge. Ensuring good progress and outcomes by pupils and if required, signpost necessary interventions Demonstrating good subject and curriculum knowledge Planning and teaching well-structured, exciting and stimulating lessons Adapting teaching to respond to the needs of pupils Making accurate and productive use of assessment Managing behaviour effectively Showing awareness of national trends in pedagogy and practice Commitment to personal welfare and safeguarding of children Exemplary classroom practice Effective behaviour management Good time management skills. 	<ul style="list-style-type: none"> Evidence of exceptional practice recognised by external and internal sources Experience in a number of year groups Evidence of exceptional progress made by individuals or groups

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Knowledge	<ul style="list-style-type: none"> • Current educational policy and procedures. • Knowledge in the way curriculum subjects are organised and managed. • An understanding and application of the use of data in setting and achieving targets. • ICT confident 	<ul style="list-style-type: none"> • Knowledge of a variety of learning styles. • Planning and supporting additional adults in the classroom.
Personal qualities	<ul style="list-style-type: none"> • Sense of humour. • A cheerful and positive approach in teaching • The ability to work as part of a team. • A sense of perspective. • Be a role model to students through professional conduct and personal presentation 	
Other requirements	<ul style="list-style-type: none"> • in alignment with the guidance set in Keeping Children Safe in Education (2024) and Working Together to Safeguard Children (December 2023), be fully committed to establishing and maintain safe, supportive and positive relationships with all students, ensuring their well-being and development in a secure and nurturing environment • consistently uphold The Holy Spirit MAC Staff Code of Conduct and ensure adherence to safeguarding protocols and procedures to protect children, as outline in the St Thomas More Catholic Academy Child Protection and Safeguarding Policy • Commitment to maintaining and developing the Catholic ethos of the school • Willingness to uphold the teachings of the Church and strive to provide an outstanding Catholic education for all children • Commitment to personal professional development • Flexibility, determination and highest expectations of work and behaviour • Commitment to equal opportunities • Evidence of clear thinking about the role of Class Teacher • Respect for students 	<ul style="list-style-type: none"> • Practising Catholic • Awareness of the need for the school to be part of the local community

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	<ul style="list-style-type: none"> • Excellent references • To work in accordance with the school safeguarding policy and procedure • Good health record and consistent attendance 	
<p>St Thomas More Catholic Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.</p> <p>As pupil safety is a key priority at our school, we would expect applicants to familiarise themselves with The Holy Spirit Catholic MAC Staff Behaviour Policy and Safeguarding Policy before interview.</p> <p>Policies can be found on our website: https://www.st-thomas-more.net/Policies/School-Policies/</p> <p>All appointments are subject to a clear barred list check and an Enhanced DBS check.</p>		