



Person Specification: Class Teacher

	CRITERION	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
1	Faith Commitment	<ul style="list-style-type: none"> <li>Sympathy with the school mission statement and the aims and objectives of our Catholic school.</li> <li>Ability to outline own philosophy of an education in which each child can develop his or her God-given potential.</li> <li>Recognise and develop close links between home, school and parish.</li> </ul>	<ul style="list-style-type: none"> <li>Further appropriate qualifications or interests</li> </ul>	Application form and reference
2	Qualifications	<ul style="list-style-type: none"> <li>Qualified Teacher Status (QTS) as recognised by the DfE.</li> </ul>	<ul style="list-style-type: none"> <li>Catholic Certificate of Religious Studies (or a willingness to complete).</li> </ul>	Application form and certificates
3	Experience	<ul style="list-style-type: none"> <li>Recent experience of effective and successful teaching within EYFS, KS1 or KS2 (as a trainee or teacher).</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of successful teaching within a range of year groups</li> </ul>	Application form and interview.
4	Curriculum	<ul style="list-style-type: none"> <li>Thorough understanding of the requirements of EYFS, KS1 and KS2 curricula.</li> <li>Thorough understanding of current assessment, recording and reporting requirements.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of successfully organising, implementing and evaluating EYFS, KS1 or KS2 curricula.</li> </ul>	Application form and interview.





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5	Classroom practitioner	<ul style="list-style-type: none"> <li>Ability to inspire</li> <li>Excellent behaviour management (including behaviour for learning)</li> <li>Empathy</li> <li>High expectations of work and behaviour</li> <li>Commitment to achieving highest possible outcomes</li> <li>Reflective – keen to receive and act upon constructive feedback</li> <li>Highly organised</li> <li>Happy to apply agreed school policies consistently</li> </ul>	<ul style="list-style-type: none"> <li>Ability to articulate a clear vision for obtaining the best outcomes</li> <li>Clear areas of strength where support for others can be offered</li> </ul>	Application form, interview and references
6	Safeguarding	<ul style="list-style-type: none"> <li>A commitment to safeguarding as the role of everyone within the school community</li> <li>Satisfactory enhanced DBS check.</li> </ul>		Application form, interview and DBS clearance
7	Leadership and management of a subject area	<ul style="list-style-type: none"> <li>Ability and commitment to lead a subject area.</li> <li>Securing high-quality teaching and achievement in given subject.</li> <li>Allocating resources where they can have the maximum impact</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of leading and managing a subject area (NQTs excepted).</li> </ul>	Application form and interview





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8	Team work	<ul style="list-style-type: none"> <li>Ability to act as a team member or leader.</li> <li>Ability to relate well to children in an appropriately professional manner.</li> <li>Ability to develop positive working relationships with colleagues, governors, parents and other stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of working as part of a team.</li> <li>Ability to deliver difficult messages in a diplomatic yet unambiguous way.</li> </ul>	Application form, interview and references
9	Professional development	<ul style="list-style-type: none"> <li>Committed to own professional development and that of others.</li> <li>Reflective and able to identify own areas of weakness, working with colleagues to develop practice in these areas.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of recent training and CPD</li> </ul>	Application form, interview.
10	Other interests	<ul style="list-style-type: none"> <li>Evidence of a range of interests outside of school</li> <li>Commitment to a healthy work-life balance</li> <li>Willingness to contribute to the broader life of the school.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of active participation in extra-curricular activities.</li> <li>Specific skills that can contribute to school life (e.g. music, sports, creativity)</li> </ul>	Application form and interview
11	Personal qualities	<ul style="list-style-type: none"> <li>Organisation</li> <li>Commitment</li> <li>Reflective – having a “growth mindset”</li> <li>High expectations</li> </ul>		Application form, interview and references

