



# The Catholic School of Saint Gregory The Great



## Person Specification

A - Experience		
	Essential	Desirable
Proven ability as an excellent classroom teacher	E	
Working effectively in a team	E	
Experience teaching in a specialist provision, resource base, or SEND-focused setting		D
Experience of developing and delivering individual learning plans (My Plans) and working with children with Education, Health, and Care Plans (EHCPs)	E	
Experience working collaboratively with external professionals (e.g., speech and language therapists, educational psychologists, occupational therapists)		D
Proven record of effective subject leadership		D
Experience of teaching in EYFS / KS1.		D
Experience of teaching phonics		D
B - Qualifications		
Qualified teacher status	E	
Additional qualifications in SEND, such as the National Award for SEN Coordination (NASENCO), specialist dyslexia training, or equivalent		D
Further / continued CPD		D
C - Professional knowledge, understanding and skills		
Demonstrating what constitutes high standards in learning and teaching	E	
Inclusion and strategies for engaging all learners	E	
Building appropriate and successful relationships with children	E	
Awareness of safeguarding children within a primary school setting	E	



Headteacher: Mrs Penney, St. James Square, Cheltenham, Gloucestershire, GL50 3QG  
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Achieving and sustaining high standards	E	
Effective organisational skills	E	
Ability to work well with parents and carers and other outside agencies	E	
Understanding and ability to work with a trauma-informed approach and restorative practice.		D
Strong understanding of a range of SEND conditions, including autism, ADHD, speech and language difficulties, and SEMH (Social, Emotional, and Mental Health) needs	E	
Experience of implementing evidence-based interventions for SEND, including sensory-friendly strategies, communication aids, and structured teaching approaches (e.g., TEACCH, PECS, or Makaton)		D
Supporting and nurturing emotional literacy within the classroom	D	
Understanding how the learning environment supports high standards	D	
<b>D - Specific knowledge, understanding and skills</b>		
Using a positive approach to promote learning and excellent behaviour	E	
Confident and competent user of digital technologies to aid teaching and administration	E	
Ability to adapt teaching effectively to meet the needs of children with complex learning needs	E	
Understanding of teaching for mastery and experience of using this		D
<b>E - Curriculum</b>		
Understanding the national curriculum and its assessment	E	
Demonstrating principles underlying excellence and enjoyment in education	E	
Experience of delivering a highly adapted curriculum for pupils with SEND, incorporating life skills and independence-building activities	E	
Cross-curricular learning and teaching	D	



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Understand how the curriculum supports the ethos and values of a Catholic school	D	
<b>F - Professional Values</b>		
High expectations of everyone	E	
To have excellent written and verbal communication skills	E	
To be a leader of learning demonstrating, promoting and encouraging outstanding classroom practice	E	
Believe that learning should be fun	E	
Willingness to use variety of teaching strategies to engage all learners	E	
Commitment to the personal welfare and safeguarding of children	E	
Commitment to creating an inclusive and accessible learning environment for all students	E	
Support for an enriched curriculum through out of hours learning and educational visits	E	
<b>G - Personal Qualities</b>		
Passionate about learning and teaching	E	
Displays warmth, care and sensitivity in dealing with children	E	
Open minded, self-evaluative and adaptable to changing circumstances and new ideas	E	
Ability to enthuse and reflect upon experience	E	
Willingness to be involved in the wider life of the school	E	
Ability to work flexibly	E	
Ability to prioritise	E	
Good interpersonal/communication skills	E	
Ability to maintain good sense of humour	E	
A willingness to learn and the will to continue to strive for excellence	E	
Willingness to support Catholic ethos of our school	E	
Demonstrate a commitment to environmentally-friendly and sustainable working practices		D



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Insight into what is important in our school and buy-in to our mission statement		D
Brings personal interests and enthusiasms to the school community		D
Practising Catholic		D
H – Personal Qualities		
An understanding of or experience of using Restorative Practice to build strong and meaningful relationships and help children learn from experiences.		D



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