



St Thomas of Canterbury Catholic Primary School

Classroom Teacher Person Specification

Selection decisions will be based on the criteria outlined below. At each stage of the process, an assessment will be made by the appointment panel to determine the extent to which the criteria have been met.

When completing your Application Form and supporting statement, you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criteria through reference to work or other relevant experience.

In accordance with CES guidance, applicants of any faith or none are welcome. The successful candidate must support and uphold the Catholic ethos of the school.

Category	Essential	Desirable
Qualifications	<ol style="list-style-type: none"> 1. UK Qualified Teacher Status (QTS) 2. Evidence of recent relevant professional development 	<ol style="list-style-type: none"> 1. Evidence of Catholic education–related training 2. Willingness to undertake faith formation
Experience	<ol style="list-style-type: none"> 3. Experience of teaching in a primary school (including teaching practice) 4. Ability to contribute to the wider life of the school 5. Willingness to support extra-curricular activities 	<ol style="list-style-type: none"> 3. Experience in a Catholic or faith-based school 4. Experience in a ½ form entry school 5. Experience supporting enrichment activities
Professional Knowledge & Practice	<ol style="list-style-type: none"> 6. Secure knowledge of the primary curriculum 7. Ability to plan, deliver and evaluate engaging lessons for all pupils 8. Effective use of assessment to track progress and raise attainment 9. Strong behaviour management and organisational skills 10. Effective use of IT to support teaching and learning 11. Secure understanding of safeguarding 	<ol style="list-style-type: none"> 6. Experience of curriculum development 7. Experience adapting provision for diverse needs 8. Confident use of pupil data to inform teaching 9. Experience using varied behaviour strategies 10. Experience using digital learning platforms 11. Up-to-date safeguarding training

	and child protection	
Catholic Life & Ethos	<p>12. Commitment to supporting and promoting the Catholic ethos and values of the school</p> <p>13. Willingness to support pupils' spiritual, moral and personal development</p> <p>14. Ability to act as a positive role model consistent with Gospel values</p>	<p>12. Experience contributing to Catholic Life or worship</p> <p>13. Experience working in a faith-based setting</p>
Personal Qualities	<p>15. High expectations for all pupils and commitment to excellence</p> <p>16. Passion for teaching and learning</p> <p>17. Strong communication and interpersonal skills</p> <p>18. Ability to work collaboratively as part of a team</p> <p>19. Commitment to safeguarding and pupil welfare</p> <p>20. Reliable, resilient, adaptable, with excellent attendance and punctuality</p>	<p>14. Evidence of leadership potential</p> <p>15. Experience mentoring pupils or colleagues</p>

May 2026