

ALSTON LANE CATHOLIC PRIMARY SCHOOL
PERSON SPECIFICATION / SELECTION CRITERIA
 APPOINTMENT OF CLASS TEACHER

- THE PERSON APPOINTED WILL HAVE QUALIFIED TEACHER STATUS
- IF A FAITH REFERENCE IS NOT AVAILABLE CANDIDATES SHOULD DEMONSTRATE IN THEIR LETTER THEIR WILLINGNESS TO SUPPORT THE CATHOLIC ETHOS OF THE SCHOOL

A) TRAINING AND QUALIFICATIONS	Essential or Desirable	Evidence
○ Degree / QTS	E	Application
○ Successful completion of NQT Induction Period (where applicable)	E	Application
○ Practising Catholic	D	Application
○ Catholic Teachers' Certificate (CCRS/CTC – or willing to do so)	D	Application
○ Recent participation in a range of relevant in-service training	E	Application
B) EXPERIENCE OF TEACHING AND EDUCATIONAL MANAGEMENT		
○ Experience of teaching in Early Years	E	Application
○ Commitment to setting high standards and expectations	D	Interview / Letter
○ Experience and understanding of target setting and planning to meet targets	E	Interview / Letter
○ Experience of teaching in a Church School	D	Application
○ Experience in managing and being responsible for a class	E	Application
C) PROFESSIONAL KNOWLEDGE & UNDERSTANDING		
○ A sound knowledge and understanding of the Early Years Foundation Stage and Development Matters	E	Interview / Letter
○ The distinctive nature of the Catholic school	D	Interview / Letter
○ Effective teaching and learning strategies	E	Interview / Letter
○ Planning skills	E	Interview / Letter
○ ICT Skills	E	Interview / Letter
D) OTHER REQUIREMENTS		
○ Desire to develop own capabilities	E	Interview / Letter
○ A positive attitude with enthusiasm and drive	E	Interview / Letter
○ The ability to work as part of a team achieving high standards	E	Interview / Letter
○ Ability to create a tidy, stimulating and well organised classroom environment	E	Interview / Letter
○ Ability to create stimulating, informative and interactive displays	E	Interview / Letter
○ Have high expectations for children's attainment and behaviour	E	Interview / Letter
○ Ability to play a musical instrument	D	Interview / Letter
Inclusion & Safeguarding		Interview / Letter
○ Demonstrate an ability to personalise learning to support pupils with special needs	E	
○ Understand when to draw on the expertise of colleagues or outside agencies	E	
○ Be familiar with national and local safeguarding legislation	E	

○ Demonstrate commitment to equality and diversity	E		
E) PERSONAL ATTRIBUTES			
○ Good communication skills with parents, pupils and colleagues	E	Interview / Letter	
○ Personal impact and enthusiasm with a sense of humour	E		
○ Commitment and integrity	E		
○ Willingness to support existing school policies and practices	E		
○ Willingness to support and promote the Catholic ethos of the school	E		
○ Willingness to commit to extra-curricular activities	E		
F) CONFIDENTIAL REFERENCE AND REPORTS		Essential or Desirable	Evidence
○ References should provide a strong level of support for the relevant professional and personal knowledge, skills and abilities referred to above		E	
○ Positive and supportive faith reference		D	
○ Satisfactory enhanced DBS clearance		E	