



PERSON SPECIFICATION FOR THE POST OF CLASS TEACHER

CATEGORY	ESSENTIAL	DESIRABLE
Commitment	<ul style="list-style-type: none"> ▪ Commitment to the ethos of our school. ▪ Commitment to promoting our Catholic Social Teaching principles. 	<ul style="list-style-type: none"> • Understanding of the school's role in the parish and wider community. • Experience in leading acts of worship in Catholic schools.
Qualifications	<ul style="list-style-type: none"> ▪ Qualified teacher status. 	
Experience	<ul style="list-style-type: none"> ▪ Excellent practitioner with a thorough understanding of the curriculum and a commitment to the highest standards of teaching and learning. ▪ A clear understanding of how children learn and the ability to plan for effective and high quality teaching and learning. 	<ul style="list-style-type: none"> • Curriculum leadership in one or more subjects. • Experience of teaching in EYFS.
Professional Development	<ul style="list-style-type: none"> ▪ Ability to identify own learning needs. ▪ Evidence of participation in relevant CPD. ▪ IT competence. 	
Teaching and learning	<ul style="list-style-type: none"> ▪ High quality teaching skills - knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils. ▪ High expectations of pupils' learning and attainment. ▪ A secure understanding of the requirements of the National Curriculum. ▪ A secure understanding of the use of assessment to inform the next stages of learning. ▪ Secure knowledge of statutory requirements relating to the curriculum and assessment. ▪ Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management. 	<ul style="list-style-type: none"> • A secure understanding of the requirements of the Curriculum Directory for Religious Education. • Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management. • An understanding of the changes in the assessment processes. • Experience of effective monitoring and evaluation of teaching and learning.
Accountability	<ul style="list-style-type: none"> ▪ Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents. 	<ul style="list-style-type: none"> • Ability to lead sessions to inform parents.
Skills, Qualities & Abilities	<ul style="list-style-type: none"> ▪ High expectations of pupils' learning and attainment. ▪ Strong commitment to raising achievement for all. ▪ Ability to build and maintain good relationships. ▪ Ability to remain positive and enthusiastic when working under pressure. 	

	<ul style="list-style-type: none"> ▪ Ability to organise work, prioritise tasks, make decisions and manage time effectively. 	
References	<ul style="list-style-type: none"> ▪ Qualified teacher status. ▪ Positive recommendation in professional references. 	<ul style="list-style-type: none"> • Professional reference without reservation.

Safeguarding *Our Lady of Compassion School, part of Our Lady and All Saints Multi Academy Company, has a responsibility for, and is committed to, safeguarding and promoting the welfare of children, young people and vulnerable groups. All employees and volunteers are expected to share this commitment and to obtain an Enhanced Disclosure and Barring Service check (DBS) and where relevant, a childcare disqualification check. Any offer of employment will be subject to satisfactory references and other satisfactory pre-employment checks. This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974.*

An online search will also be carried out as part of due diligence on all short-listed candidates.