**St. Vincent’s Catholic Primary School**  **Class Teacher Person Specification**

**CLASS TEACHER**

**PERSON SPECIFICATION**

**Please note: any candidates who do not fulfill all of the essential criteria will not be short listed for interview**

**Sources of evidence A – Application Form and Letter, I – Interview, T – Task, R – Reference, D - Documentation**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **TRAINING AND QUALIFICATIONS** | **Essential** | **Desirable** | **Evidence** | | |
|  |  |  | **Source** | | |
| Qualified Teacher Status | **\*** |  | A | | D |
| Catholic Certificate of Religious Studies or equivalent |  | **\*** | A | | D |
| Degree | **\*** |  | A D | | |
|  |  |  |  | | |
| **FAITH COMMITMENT** | **Essential** | Desirable | **Evidence** | | |
|  |  |  | **Source** | | |
| Practising Catholic |  | **\*** | A | | R |
| Sound understanding of the distinctive nature of the Catholic | **\*** |  | A | I | R |
| School |  |  |  |  |  |
| Understanding of teacher’s role in spiritual development of | **\*** |  | A I R | | |
| pupils and staff |  |  |  |  |  |
| Understanding of and commitment to curriculum Religious | **\*** |  | A | I | R |
| Education |  |  |  |  |  |
| Understanding of school’s role in the community | **\*** |  | A | | I |
|  |  |  |  | | |
| **PROFESSIONAL KNOWLEDGE AND UNDERSTANDING** | **Essential** | **Desirable** | **Evidence** | | |
|  |  |  | **Source** | | |
| Detailed knowledge and understanding of pupils’ | **\*** |  | A | I | R |
| educational development |  |  |  |  |  |
| Knowledge and understanding of the curriculum, target | **\*** |  | A | I | R |
| setting and assessment for learning |  |  |  |  |  |
| A secure subject knowledge of the National Curriculum | **\*** |  | A | I | R |
| A secure subject knowledge and understanding of the | **\*** |  | A | I | R |
| elements of the Religious Education Curriculum |  |  |  |  |  |
| An ability to co-ordinate an area of the National Curriculum |  | \* | A | I | R |
|  |  |  |  | | |
| A secure knowledge of how to deliver a complete systematic synthetic phonics programme (SSP). |  | \* | A I T | | |
| A secure knowledge and competence in ICT | **\*** |  | A I R | | |
| Knowledge of local and national policies, priorities and |  | \* | A | I | R |
| statutory frameworks |  |  |  |  |  |
| Demonstrates a professional approach to presentation and | **\*** |  | A | I | R |
| conduct |  |  |  |  |  |
| Demonstrates a willingness to undertake further | **\*** |  | A | I | R |
| Professional Development |  |  |  |  |  |
|  |  |  |  | | |
| **TEACHING AND CLASS MANAGEMENT** | **Essential** | **Desirable** | **Evidence** | | |
|  |  |  | **Source** | | |
| Ability to use a variety of creative and innovative teaching | **\*** |  | A | I | T R |
| and learning strategies |  |  |  |  |  |

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|  | **St. Vincent’s Catholic Primary School** | **Class Teacher Person Specification** | | | | | | | | |  |  |  |
|  |  | |  |  |  |  |  |  |  |  | |  |  |
|  | Understanding of differentiation so that all pupils succeed | |  | **\*** |  |  |  |  | A | I | | T | R |
|  | Ability to create a safe, purposeful working atmosphere | |  | **\*** |  |  |  |  | A | I | | T | R |
|  | Ability to motivate pupils at all levels |  |  | **\*** |  |  |  |  | A | I | | T | R |
|  | Understanding of clear planning and preparation |  |  | **\*** |  |  |  |  | A | I | | T | R |
|  | Demonstrates high expectations for all pupils |  |  | **\*** |  |  |  |  | A | I | | T | R |
|  | Willingness to support school enrichment activities |  |  | **\*** |  |  |  |  | A | I | | T | R |
|  | Effective management and organisation of resources in the | |  | **\*** |  |  |  |  | A | I | | T | R |
|  | classroom |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Ability to evaluate own standards of teaching and learning in | |  | **\*** |  |  |  |  | A | I | | T | R |
|  | the classroom |  |  |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  | | | | |
|  | **PERSONAL SKILLS AND ABILITIES** |  | **Essential** | | |  | **Desirable** | | **Evidence** | | | | |
|  |  |  |  |  |  |  |  |  | **Source** | | | | |
|  | Ability to work as part of a team and to establish successful | |  | **\*** |  |  |  |  | A |  | I | T R | |
|  | relationships at all levels |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Effective communication skills |  |  | **\*** |  |  |  |  | I |  | T | | R |
|  | Effective interpersonal skills |  |  | **\*** |  |  |  |  | I |  | T | | R |
|  | Demonstrates a willingness to share ideas and to learn from | |  | **\*** |  |  |  |  | I |  | T | | R |
|  | others |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Demonstrates stamina and resilience |  |  | **\*** |  |  |  |  | I |  | T | | R |
|  | Demonstrates confidence |  |  | **\*** |  |  |  |  | I |  | T | | R |
|  | Demonstrates adaptability to changing circumstances and | |  | **\*** |  |  |  |  | I |  | T | | R |
|  | new ideas |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Demonstrates motivation and commitment |  |  | **\*** |  |  |  |  | I |  | T | | R |
|  | Shows concern for individual needs |  |  | **\*** |  |  |  |  | I |  | T | | R |
|  | Demonstrates humour |  |  | **\*** |  |  |  |  | I |  | T R | | |
|  |  |  |  |  |  | | |  |  | | | | |
|  | **OTHER REQUIREMENTS** |  |  | **Essential** | | | |  | **Evidence** | | | | |
|  |  |  |  |  |  |  |  |  | **Source** | | | | |
|  | Letters should be clear and concise (no more than two sides of | | |  |  | \* | |  |  | A | |  |  |
|  | A4) |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Underpinned by an overall philosophy for Catholic Education | | |  |  | \* | |  |  | A | |  |  |
|  | Should address the criteria identified in the person specification | | |  |  | \* | |  |  | A | |  |  |
|  |  |  |  |  |  |  | | |  | | | | |
|  | **CONFIDENTIAL REFERENCES AND REPORTS** |  |  |  |  | **Essential** | | | **Evidence** | | | | |
|  |  |  |  |  |  |  |  |  | **Source** | | | |  |
|  | Two written references |  |  |  |  | \* | |  |  |  | R | |  |
|  |  | | | |  |  | |  |  |  |  | |  |
|  | Professional Reference should confirm the professional and personal | | | |  | \* | |  |  |  | R | |  |
|  | knowledge, skills and abilities referred to above |  |  |  |  |  |  |  |  |  |  |  |  |
|  | In the case of Catholic Applicants, one reference should be from the | | | |  | \* | |  |  |  | R | |  |
|  | priest where applicant worships regularly and should be able to | | |  |  |  |  |  |  |  |  |  |  |
|  | support the candidate’s ability to support the education of children in | | | |  |  |  |  |  |  |  |  |  |
|  | a Catholic school. |  |  |  |  |  |  |  |  |  |  |  |  |
|  | Positive recommendation from current employer (if applicable) | | |  |  | \* | |  |  |  | R | |  |