

St. Vincent's Catholic Primary School

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 (or a commitment to completion)	*		A D
Degree	*		A D

FAITH COMMITMENT	Essential	Desirable	Evidence Source
Practising Catholic		*	A R
Sound understanding of the distinctive nature of the Catholic School	*		A I R
Understanding of teacher's role in spiritual development of pupils and staff	*		A I R
Understanding of and commitment to curriculum Religious Education	*		A I R
Understanding of school's role in the community	*		A I

PROFESSIONAL KNOWLEDGE AND UNDERSTANDING	Essential	Desirable	Evidence Source
Detailed knowledge and understanding of pupils' educational development	*		A I R
Knowledge and understanding of the curriculum, target setting and assessment for learning	*		A I R
A secure subject knowledge of the National Curriculum	*		A I R
A secure subject knowledge and understanding of the elements of the Religious Education Curriculum		*	A I R
An ability to co-ordinate an area of the National Curriculum		*	A I R
A secure knowledge and competence in ICT	*		A I R
Knowledge of local and national policies, priorities and statutory frameworks		*	A I R
Demonstrates a professional approach to presentation and Conduct	*		A I R
Demonstrates a willingness to undertake further Professional Development	*		A I R

TEACHING AND CLASS MANAGEMENT	Essential	Desirable	Evidence Source
Ability to use a variety of creative and innovative teaching and learning strategies	*		A I T R

Understanding of adaption of learning 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 Classroom	*		A I T R
Ability to evaluate own standards of teaching and learning in the classroom	*		A I T R

PERSONAL SKILLS AND ABILITIES	Essential	Desirable	Evidence Source
Ability to work as part of a team and to establish successful relationships at all levels	*		A I T R
Effective communication skills	*		I T R
Effective interpersonal skills	*		I T R
Demonstrates a willingness to share ideas and to learn from Others	*		I T R
Demonstrates stamina and resilience	*		I T R
Demonstrates confidence	*		I T R
Demonstrates adaptability to changing circumstances and new ideas	*		I T R
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 A4)	*	A
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 knowledge, skills and abilities referred to above	*	R
In the case of Catholic Applicants, a further reference should be from the priest where applicants worship regularly	*	R
Positive recommendation from current employer (if applicable)	*	R