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
Degree or equivalent qualification recognising QTS	*		A D
Catholic Certificate of Religious Studies or equivalent (or a commitment to completion		*	A I
Successful experience of classroom teaching	*		A R
Previous teaching experience in Key Stage 1	*		A I R
Relevant professional development in phonics, early reading or SEND	*		A I

FAITH COMMITMENT	**Essential**	**Desirable**	**Evidence Source**
Practising Catholic		*	A I
Sound understanding of and commitment to the distinctive nature of a Catholic School	*		A I
Understanding of teacher's role in spiritual and moral development of pupils	*		A I
Commitment to teaching Religious Education in accordance with the school's Catholic ethos and curriculum	*		A I
Understanding of the school's role within the parish and wider community	*		A I
Willingness to contribute positively to the prayer and liturgical life of the school	*		A I

PROFESSIONAL KNOWLEDGE AND UNDERSTANDING	**Essential**	**Desirable**	**Evidence Source**
Secure knowledge and understanding of pupils' educational development within the primary age range	*		A I R
Secure knowledge of the National Curriculum, including the expectations of Key Stage 1	*		A I
Strong understanding of effective teaching, learning, assessment and curriculum progression	*		A I R
Secure understanding of systematic synthetic phonics and the teaching of early reading	*		A I T
Knowledge of effective approaches to teaching writing and mathematics in Key Stage 1	*		A I T

Ability to use assessment to identify gaps in learning and plan teaching to address them	*		A I T
Understanding of adaptive teaching to ensure that all pupils, particularly those with SEND, disadvantaged pupils and those working below age-related expectations, make strong progress	*		A I T
Knowledge and understanding of strategies to promote positive behaviour and emotional well-being	*		A I
Understanding of the importance of safeguarding and promoting children's welfare	*		A I
Secure knowledge and understanding of the Religious Education curriculum		*	A I
Ability to coordinate an area of the National Curriculum		*	A I
Competence in using technology effectively to support teaching and learning	*		A I
Understanding of relevant statutory frameworks and professional responsibilities	*		A I
Commitment to continuing professional development and improving classroom practice	*		A I R

TEACHING AND CLASS MANAGEMENT	**Essential**	**Desirable**	**Evidence Source**
Ability to use a range of effective, creative and engaging teaching and learning strategies	*		A I T R
Ability to plan and deliver well-structured lessons that build on pupils' prior knowledge and understanding	*		A I T
Ability to adapt teaching to meet pupils' differing needs and remove barriers to learning	*		A I T
Ability to identify and address gaps in learning, ensuring that all pupils make strong progress from their starting points	*		A I T
Ability to establish a safe, purposeful, positive and inclusive classroom environment	*		A I T R
Ability to motivate and engage pupils of differing abilities and needs	*		A I T
Demonstrates consistently high expectations for all pupils' learning, behaviour and achievement	*		A I T R
Ability to assess pupils' learning accurately and use assessment to inform future teaching	*		A I T
Effective classroom organisation and management of resources	*		A I T R
Ability to deploy and work effectively with teaching assistants to support pupils' learning	*		A I R
Ability to evaluate and reflect upon the effectiveness of teaching and learning	*		A I R
Willingness to support school enrichment activities and contribute to the wider life of the school	*		A I

PERSONAL SKILLS AND ABILITIES	Essential	Desirable	Evidence Source
Ability to work effectively as part of a team and establish positive professional relationships	*		A I R
Excellent communication and interpersonal skills	*		A I R
Ability to build positive, respectful relationships with pupils, parents, carers and colleagues	*		A I R
Willingness to share effective practice, contribute ideas and learn from others	*		A I R
Demonstrates resilience, flexibility and adaptability when responding to the needs of pupils and the school	*		A I R
Demonstrates enthusiasm, motivation and commitment to achieving the best outcomes for all pupils	*		A I R
Shows sensitivity, empathy and understanding towards pupils' individual needs	*		A I R
Ability to manage time effectively, prioritise responsibilities and meet deadlines	*		A I R
Demonstrates a professional approach to conduct, presentation and communication	*		A I R
Demonstrates a positive and supportive approach to working with children and colleagues	*		A I R
SAFEGUARDING AND SUITABILITY TO WORK WITH CHILDREN			
Demonstrates a clear commitment to safeguarding and promoting the welfare of children	*		A I R
Understands the responsibility to recognise, report and record safeguarding concerns in accordance with school procedures	*		I
Understands appropriate professional boundaries and the importance of maintaining safe relationships with pupils	*		I R
Understands the importance of confidentiality and appropriate information sharing in safeguarding matters	*		I
Demonstrates appropriate attitudes, values and behaviours for working with children	*		A I R
Willingness to undertake safeguarding training and comply with the school's safeguarding policies and Staff Code of Conduct	*		A I
Satisfactory completion of all relevant statutory pre-employment and safeguarding checks	*		D

OTHER REQUIREMENTS	Essential	Evidence Source
Letters should be clear and concise (no more than two sides of A4)	*	A
Demonstrates commitment to the principles and values of Catholic education	*	A I
Should address the criteria identified in the person specification	*	A
Willingness to work collaboratively with colleagues and contribute to whole-school priorities	*	A I
Commitment to the school's mission, *"To love, serve and learn as Jesus shows us"*	*	A I

CONFIDENTIAL REFERENCES AND REPORTS	Essential	Evidence Source
Two written references, including the most recent relevant employer	*	R
References provide relevant information about professional competence, conduct and suitability to work with children	*	R
Any safeguarding concerns, allegations or relevant disciplinary matters are appropriately explored and resolved	*	R