



## 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

<b>TRAINING AND QUALIFICATIONS</b>	<b>Essential</b>	<b>Desirable</b>	<b>Evidence Source</b>
Qualified Teacher Status	*		A D
Catholic Certificate of Religious Studies or equivalent		*	A D
Degree	*		A D

<b>FAITH COMMITMENT</b>	<b>Essential</b>	<b>Desirable</b>	<b>Evidence Source</b>
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

<b>PROFESSIONAL KNOWLEDGE AND UNDERSTANDING</b>	<b>Essential</b>	<b>Desirable</b>	<b>Evidence Source</b>
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 all National Curriculum Subjects and National Strategies	*		A I R
A secure subject knowledge and understanding of the elements of the Religious Education 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

<b>TEACHING AND CLASS MANAGEMENT</b>	<b>Essential</b>	<b>Desirable</b>	<b>Evidence Source</b>
Ability to use a variety of creative and innovative teaching and learning strategies	*		A I T R
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 classroom	*		A I T R
Ability to evaluate own standards of teaching and learning in the classroom	*		A I T R

<b>PERSONAL SKILLS AND ABILITIES</b>	<b>Essential</b>	<b>Desirable</b>	<b>Evidence Source</b>
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

<b>OTHER REQUIREMENTS</b>	<b>Essential</b>	<b>Evidence Source</b>
Letters should be clear and concise	*	A
Underpinned by an overall philosophy for Catholic Education	*	A
Should address the criteria identified in the person specification	*	A

<b>CONFIDENTIAL REFERENCES AND REPORTS</b>	<b>Essential</b>	<b>Evidence Source</b>
Two written references	*	R
Professional Reference should confirm the professional and personal knowledge, skills and abilities referred to above	*	R
<u>In the case of Catholic Applicants</u> , one reference should be from the priest where the applicant worships regularly and should be able to support the candidate's ability to support the education of children in a Catholic school.	*	R
Positive recommendation from current employer (if applicable)	*	R