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 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 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

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 at size 11 font minimum)	*	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, one reference should be from the 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.	*	R
Positive recommendation from current employer (if applicable)	*	R