



## **Appointment of Main Scale Class Teacher and UPS Scale Teacher - Person Specification**

### **[A] Faith Commitment**

	Essential	Desirable	Source A – application I – interview R – references P – presentation O – observation				
Be a practising and committed Catholic or be willing to support the Catholic nature of the school and parish	✓		AIR				
Have a secure understanding of the distinctive nature of the Catholic School and Catholic education	✓		AIR				
Demonstrate understanding of the school's role in the parish and wider community	✓		AIR				
Have the ability to support and develop the spiritual formation of pupils	✓		AIR				

### **[B] Training and Qualifications**

	Essential	Desirable	Source A – application I – interview R – references P – presentation O – observation				
Have the Catholic Certificate of Religious Studies or commitment to obtaining it		✓	AI				
Degree	✓		AI				
Qualified Teacher Status	✓		AI				
Recent participation in a range of relevant professional development	✓		AI				

### **[C] Professional Knowledge and Understanding**

	Essential	Desirable	Source A – application I – interview R – references P – presentation O – observation				
Knowledge of recent educational initiatives and future trends which impact on the school community including legislation and practice relating to SEN	✓		AIR				
Understanding of effective pedagogy to raise attainment especially for SEN pupils and those requiring interventions	✓		AIR				
Understanding of and commitment to promoting and safeguarding the welfare of pupils	✓		AIR				
Knowledge of a range of approaches to behaviour management which preserve self-esteem and support and promote a Catholic ethos	✓		AIRO				
Knowledge of the role of the Governing Body in a Catholic Voluntary Aided School		✓	AIR				
Understanding of how the use of ICT can enhance learning both in school and in a wider context		✓	AIRO				
Recognise and understand the need for confidentiality	✓		AIR				

## [D] Working with others

	Essential	Desirable	Source A – application I – interview R – references P – presentation O – observation				
Be able to collaborate effectively with other professionals	✓		AIRO				
Be able to direct and evaluate the work of support staff effectively	✓		AIRO				
Be able to deploy resources effectively	✓		AIRO				
Be able and willing to develop the skills and knowledge of colleagues (UPS only)	✓		AIR				
Experience of successfully leading an area of the curriculum within a Primary school setting (UPS only)	✓		AIR				

## [E] Teaching and Learning

	Essential	Desirable	Source A – application I – interview R – references P – presentation O – observation				
Demonstrate a secure understanding of the statutory requirements of Religious Education in Catholic Schools	✓		AIRO				
Demonstrate a secure understanding of the statutory requirements of the National Curriculum	✓		AIRO				
Show evidence of highly effective teaching which serves to raise standards including effective deployment of support staff and use of interventions where appropriate	✓		AIRO				
Ability to form excellent and appropriate relationships with the children which enhance learning	✓		AIRO				
Demonstrate personal enthusiasm for and commitment to the learning process	✓		AIRO				
Demonstrate knowledge of Assessment for Learning strategies		✓	AIRO				
Demonstrate a creative approach to planning learning opportunities which enable key skills to be used in a variety of contexts to enhance learning	✓		AIRO				
Demonstrate understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management	✓		AIRO				
Demonstrate experience of effective monitoring and evaluation of teaching and learning including the use of data and assessment to identify gaps and set targets	✓		AIRO				
Demonstrate knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils and groups	✓		AIRO				
Experience of having taught in a variety of contexts e.g. different schools and / or key stages		✓	AIR				

## [F] Strengthening the Community

	Essential	Desirable	Source A – application I – interview R – references P – presentation O – observation				
Collaborate and network with Catholic and other schools	✓		AIR				
Recognise and take account of the richness and diversity of the school's intake	✓		AIR				
Build and maintain effective relationships with parents, carers and the wider community which enhance the education of all pupils	✓		AIR				
Foster links with the other schools and the wider community	✓		AIR				

## [G] Accountability

	Essential	Desirable	Source A – application I – interview R – references P – presentation O – observation				
Communicate effectively, in writing and orally, with a range of audiences including staff, pupils, parents, governors and the parish community	✓		AIRO				
Experience of managing FS profile, KS1 and / or KS2 SATs		✓	AIR				

## [H] Personal Qualities

	Essential	Desirable	Source A – application I – interview R – references P – presentation O – observation				
Identification of and commitment to own learning needs and the needs of others	✓		AIRPO				
Ability to foster an open, fair, equitable culture and manage conflict in an atmosphere of forgiveness and reconciliation	✓		AIRPO				
Resilience and the ability to remain positive and enthusiastic when working under pressure	✓		AIRPO				
Demonstrate empathy with children and staff	✓		AIRPO				
Demonstrate confidence and compassion	✓		AIRPO				
Be hard working and committed to improving outcomes for children	✓		AIRPO				
Possess openness and the ability to accept and act on professional feedback	✓		AIRPO				
Demonstrate willingness to provide extra curricular opportunities for children		✓	AIR				

## [I] Other Requirements

	Essential				
Application forms should be completed in full	✓				
Letters / supporting statements should be clear and concise	✓				
Underpinned by an overall philosophy for Catholic Education	✓				
Should address the criteria identified in the person specification	✓				

## [J] Confidential References and Reports

	Essential				
Written references only will be considered	✓				
References will confirm professional and personal knowledge, skills and abilities as referred to above	✓				
Positive recommendation from current employer	✓				