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**Subject Teacher - Person Specification**

**[A] Training and Qualifications**

|  |  |  |
| --- | --- | --- |
|  | Essential or Desirable | How/when measured |
| Qualified teacher status | E | A (Certificate) |
| Honours degree or equivalent | E | A(Certificate) |
| Commitment to personal/professional development | E | A/I/R |
| Practising Catholic | D | A/I |

**[B] Experience of Teaching**

|  |  |  |
| --- | --- | --- |
|  | Essential or Desirable | How/when measured |
| Experience of teaching KS3 and KS4 students | E | A/I/R |

**[C] Professional Knowledge and Understanding**

***Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the phase and to Catholic education:***

|  |  |  |
| --- | --- | --- |
|  | Essential or Desirable | How/when measured |
| Secure knowledge and understanding of the concepts and skills in own subject | E | A/I/R |
| Clear understanding of the GCSE and NC requirements of the subject and its assessment.  | E | A/I/R |
| Ability to employ a range of effective teaching, learning styles and assessment methods | E | A/I/R |
| Ability to use assessment data to inform planning and set targets | E | A/I/R |
| Strong command of subject area | E | A/I/R |
| Ability to access and use classroom relevant research and inspection evidence to improve teaching and learning | D | A/I/R |
| The distinctive nature of a Catholic school  | E | A/I/R |

**[D] Personal and Professional Skills, Qualities and Attributes**

***Applicants should be able to provide evidence that they have the necessary qualities and attributes required by the post. These qualities may be demonstrated in a letter of application; however, it is more likely that they will be more fully assessed during the interview process and from the references. Within the context of a Catholic school, applicants should be able to:***

|  |  |  |
| --- | --- | --- |
|  | Essential or Desirable | How/when measured |
| Commitment to developing and enhancing the schools Catholic Ethos | E | A/I |
| Ability to raise achievement for all | E | A/I/R |
| Commitment to ensuring excellent standards of behaviour at all times | E | A/I/R |
| Excellent communication skills | E | A/I/R |
| Commitment to role of tutor for a group of students and the benefits of pastoral care | E | A/I/R |
| High personal standards and expectations of students and colleagues | E | A/I/R |
| Ability to motivate and inspire students | E | A/I/R |
| A passion for teaching and high levels of commitment, motivation and initiative  | E | A/I/R |
| Open-mindedness | E | A/I/R |
| A forward-thinking approach | E | A/I/R |
| Excellent interpersonal skills | E | A/I/R |
| Ability to be reflective and self-critical | E | A/I/R |
| Potential for further promotion | D | A/I/R |
| Willingness to take on other roles and responsibilities within the department | E | A/I/R |
| Ability to establish good working relationships and effective teamwork | E | A/I/R |
| Excellent role model for other staff and for students | E | A/I/R |

**[E] Application Form and Letter**

*The appropriate application form should be* ***fully completed*** *and legible. The letter should be clear, concise and related to the specifics of the post identified as ‘A’ above.*

**[F] Confidential References and Reports**

*Up to three referees should be nominated.*

*Only written references and reports should be provided and these should include a strong level of support for relevant professional and personal knowledge, skills and abilities referred to above. They should also provide:*

|  |
| --- |
|  |
| A positive and supportive faith reference from a priest where the applicant regularly worships. | D |
| A positive recommendation from current employer  | E |