



**St. Mary's Catholic Primary School, Birchley**  
**Appointment of class teacher, MAY 2019 – Person Specification**

<b>TRAINING AND QUALIFICATIONS</b>	<b>ESSENTIAL/ DESIRABLE</b>	<b>*SOURCE</b>
Practising Catholic	<b>D</b>	<b>A,R</b>
Qualified teacher status	<b>E</b>	<b>A</b>
Catholic Certificate of Religious Studies or commitment to obtain	<b>D</b>	<b>A</b>
Degree	<b>E</b>	<b>A</b>
Recent participation in a range of relevant in-service training	<b>D</b>	<b>A</b>

<b>PROFESSIONAL KNOWLEDGE &amp; UNDERSTANDING</b>	<b>ESSENTIAL/ DESIRABLE</b>	<b>SOURCE</b>
Sound understanding of the distinctive nature of a Catholic School	<b>D</b>	<b>A,I</b>
Able to articulate a philosophy for Catholic Education	<b>D</b>	<b>A,I</b>
Understanding of and commitment to curriculum Religious Education	<b>E</b>	<b>A,I</b>
Experience in leading collective acts of worship	<b>D</b>	<b>A,I</b>
Pupils' Educational development, especially in KS2	<b>E</b>	<b>A,I,T</b>
Curriculum & assessment, including subjects and cross-curricular aspects	<b>E</b>	<b>A,I,T</b>
Effective teaching and learning strategies	<b>E</b>	<b>A,I,T,R</b>
Understanding of safeguarding and child protection procedures	<b>E</b>	<b>A,I</b>
Evidence of good/outstanding teaching in KS2	<b>E</b>	<b>A,T,R</b>
Excellent behaviour management skills	<b>E</b>	<b>A,T,R</b>
Excellent IT skills to support and enhance teaching and learning	<b>E</b>	<b>A,T</b>
An understanding of how to use assessment to inform planning	<b>E</b>	<b>A,I,R</b>
Demonstrate consistent and effective planning of lessons to meet the needs of all pupils	<b>E</b>	<b>A,I,T,R</b>
Evidence of being able to create a bright, colourful, safe and effective learning environment.	<b>E</b>	<b>A,T,R</b>

<b>PERSONAL SKILLS AND ATTRIBUTES</b>	ESSENTIAL/ DESIRABLE	SOURCE
Excellent written and communication skills	<b>E</b>	<b>A,I,T</b>
An ability to fulfil all spoken aspects of the role with confidence through the medium of English	<b>E</b>	<b>A,I,T</b>
Good interpersonal skills	<b>E</b>	<b>A,I,T,R</b>
Stamina and resilience	<b>E</b>	<b>A,I,T,R</b>
Ability to prioritise and organize work effectively	<b>E</b>	<b>A,R</b>
Ability to work as part of a team	<b>E</b>	<b>A,R</b>
Personal drive to ensure potential for each child is maximised	<b>E</b>	<b>A,I,T,R</b>
Ability to act as a role model for pupils and staff by setting high professional standards	<b>E</b>	<b>A,R,I</b>
Willingness to be involved in all aspects of school life	<b>E</b>	<b>A,I,R</b>

<b>OTHER REQUIREMENTS</b>	ESSENTIAL/ DESIRABLE	SOURCE
Application forms should be completed in full	<b>E</b>	<b>A</b>
Letters should be clear and concise (no more than 2 sides of A4) and should address the criteria identified in the person specification	<b>E</b>	<b>A</b>

<b>CONFIDENTIAL REFERENCES &amp; REPORTS</b>	ESSENTIAL/ DESIRABLE	SOURCE
Written references only	<b>E</b>	<b>R</b>
Confirming professional and personal knowledge, skills & abilities referred to above	<b>E</b>	<b>R</b>
Positive and supportive faith reference from priest where applicant regularly worships	<b>D</b>	<b>R</b>
Positive recommendation from current employer	<b>E</b>	<b>R</b>
Satisfactory health and attendance record	<b>E</b>	<b>A,R</b>

<b>* SOURCE</b>
A= APPLICATION
I= INTERVIEW
R= REFERENCE
T= TASK/OBSERVATION