



**Birchley St. Mary's Catholic School**  
**Appointment of class teacher, April 2016**

<b>TRAINING AND QUALIFICATIONS</b>	ESSENTIAL/ DESIRABLE	*SOURCE
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>E</b>	<b>A</b>

<b>PROFESSIONAL KNOWLEDGE &amp; UNDERSTANDING</b>	ESSENTIAL/ DESIRABLE	SOURCE
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>D</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</b>

<b>PERSONAL SKILLS &amp; ATTRIBUTES</b>	ESSENTIAL/ DESIRABLE	SOURCE
Good communication skills	<b>E</b>	<b>A,I,T</b>
Good interpersonal skills	<b>E</b>	<b>A,I,T</b>
Stamina and resilience	<b>E</b>	<b>A,I,T</b>
Personal drive to ensure potential for each child is maximised	<b>E</b>	<b>A,I,T</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>



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<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 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