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| --- | --- | --- | --- | --- |
| Person Specification: Class Teacher | **Essential** | **Identified by** | **Desirable** | **Identified by** |
| **Qualifications** | QTS | A | Experience across the primary age-range | A |
| **Catholic ethos** | Able to maintain and develop the distinctive Catholic nature of the school  Demonstrate a commitment to participating fully in the Catholic Life of the school  Able to promote and integrate the school’s Christian values into every aspect of learning and school life | A I  A I  A I |  |  |
| **Teaching & Classroom Practice** | Has secure knowledge and understanding of the National Curriculum and RE curriculum  Able to ensure the highest possible quality learning environment in the classroom, which reflects the Catholic nature of the school  Able to provide a learning environment that is affirming, encouraging, whilst being appropriately challenging  Able to provide high standards of teaching, learning, spiritual and moral development of the children in your charge  Able to set goals that stretch and challenge children of all backgrounds, abilities and dispositions  Able to plan programmes of work matched to individual needs of the children and within the school’s agreed policies and schemes of work, in collaboration with year group colleagues and teams.  Able to employ a range of teaching methods to engage, motivate and support the children, based on knowledge and understanding of how children learn  Able to make effective learning resources accessible to the children and ensuring these are properly stored and cared for  Able to assess, record and report each pupil’s progress systematically, in line with current school procedures and use the results to inform planning  Able to give children regular feedback, encourage children to respond to this feedback and guide them to reflect on and assess their own learning  Know how to ensure the safeguarding and welfare of all pupils, together with their pastoral care | A I  I  A I  I  A I  A I  A I  I  A I  A I  A I |  |  |
| **Developing Self and Working with Others** | Up-to-date knowledge of current practice in primary education  Take responsibility for your own professional development and on-going formation, including the deepening of subject knowledge and understanding and related pedagogy  Frequently, positively evaluate your own teaching to consolidate strengths and improve effectiveness when appropriate  Encourage parents in their role as first educators of their children and ensure effective communication with parents is maintained  Establish and maintain effective working relationships with professional colleagues, acknowledging the need for mutual support  Participate as required in meetings with professional colleagues and parents, in respect of the duties and responsibilities of your post;  Be aware of own strengths and areas for development and act upon feedback from others as appropriate  Treats people fairly, equitably and with dignity to create and maintain a positive school culture  Able to promote team and individual working as appropriate to achieve school objectives  Able to build and maintain excellent working relationships with others | I  A I  I  A I  A I  I  A I  I  A I  A I |  |  |
| **Securing Accountability** | Is prepared to take direction from the Leadership Team  Understands the need to maintain a safe and healthy environment for all users of the school  Understands the responsibilities for child protection  Has high expectations of teaching , support staff and progress of children | I  A I  A I  I |  |  |
| **Strengthening Community through Collaboration** | Safeguard self from the destructive dangers of over-work and at all times seek to retain a healthy balance in your professional and personal life  Contribute to discussions, meetings and management systems necessary to ensure co-ordination of the work of the school as a whole  Be familiar with all school policies including safeguarding procedures, health and safety policies and current SEN code of practice  Help to develop the school as an evangelising, catechetical and educational community. | A I  I  I  A I |  |  |
| **Personal Qualities** | Able to exercise confidentiality  Initiative and flexibility  A willingness to learn  Positive attitude  Enthusiasm and personal motivation  Imaginative  A good sense of humour and a sense of fun | A I |  |  |

**A = assessed at application I = assessed at interview T = assessed through teaching observation/task**