|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 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 schoolDemonstrate a commitment to participating fully in the Catholic Life of the schoolAble to promote and integrate the school’s Christian values into every aspect of learning and school life | A IA IA 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 schoolAble 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 chargeAble to set goals that stretch and challenge children of all backgrounds, abilities and dispositionsAble 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 learnAble to make effective learning resources accessible to the children and ensuring these are properly stored and cared forAble to assess, record and report each pupil’s progress systematically, in line with current school procedures and use the results to inform planningAble to give children regular feedback, encourage children to respond to this feedback and guide them to reflect on and assess their own learningKnow how to ensure the safeguarding and welfare of all pupils, together with their pastoral care | A IIA IIA IA IA IIA IA IA I |  |  |
| **Developing Self and Working with Others** | Up-to-date knowledge of current practice in primary educationTake responsibility for your own professional development and on-going formation, including the deepening of subject knowledge and understanding and related pedagogyFrequently, positively evaluate your own teaching to consolidate strengths and improve effectiveness when appropriateEncourage parents in their role as first educators of their children and ensure effective communication with parents is maintainedEstablish and maintain effective working relationships with professional colleagues, acknowledging the need for mutual supportParticipate 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 cultureAble to promote team and individual working as appropriate to achieve school objectivesAble to build and maintain excellent working relationships with others  | IA IIA IA IIA IIA IA 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 | IA IA II |  |  |
| **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 lifeContribute to discussions, meetings and management systems necessary to ensure co-ordination of the work of the school as a wholeBe familiar with all school policies including safeguarding procedures, health and safety policies and current SEN code of practiceHelp to develop the school as an evangelising, catechetical and educational community.  | A IIIA I |  |  |
| **Personal Qualities** | Able to exercise confidentialityInitiative and flexibilityA willingness to learnPositive attitudeEnthusiasm and personal motivationImaginativeA 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**