



St. Anne's RC Primary School - Person Specification – Class teacher

St. Anne's RC Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

The *Essential Criteria* are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.

Criteria				
(a)	Qualification and Training	How identified	Essential	Desirable
	Degree with Qualified Teacher Status (QTS)	A	✓	
	A commitment to continuous professional development (CPD)	A & I	✓	
	A willingness to attend induction and training sessions, as required	A/I	✓	
	Evidence of recent professional development or in-service training	A		✓
	Further professional qualifications	A		✓
	Catholic Certificate of Religious Studies or equivalent	A		✓
(b)	Experience			
	Experienced classroom practitioner (more than 3 years of teaching)	A, I & O	✓	
	Recent experience and a proven track record in the successful delivery of National curriculum	A, I & O	✓	
	Experience of administering statutory tests and reporting these results to various stakeholders	A/I	✓	
	Experience of establishing positive relationships with pupils and parents/carers	I	✓	
	Experience of tracking progress of children	I & O	✓	
	Evidence of engaging parents	A & I	✓	
	Displays a working knowledge of the curriculum across all phases of learning	A & I	✓	
	Have up to date knowledge of current educational issues	A & I	✓	
	Ability to exhibit an understanding of curriculum and learning across the various phases of learning	A & I		✓
	Subject leadership of a subject across the various phases of learning	A & I		✓
(c)	Professional Knowledge and Understanding			
	The distinctive nature of a Catholic school	A & I	✓	
	A commitment to contributing to the distinctive Catholic ethos	A & I	✓	
	The central role of curriculum Religious Education	I	✓	
	Pupils' educational and spiritual development	A & I	✓	
	A practising Catholic	A & I		✓
	Recent experience of delivering the National Curriculum using the renewed primary framework.	A & I	✓	
(d)	Curriculum and Teaching			
	To demonstrate a high standard of classroom practice and be willing to share this expertise with others	A, I & O	✓	

Able to plan a tailored programme of support to meet the diverse needs of individual pupils	A,I &O	✓	
Able to liaise efficiently with class teachers and parents/carers for planning and feedback purposes	A&I	✓	
Use of assessment for learning strategies	A,I &O	✓	

Experience of assessment, recording and reporting of children's progress and development	A,I &O	✓	
Evidence of good classroom organisation and management skills	A,I &O	✓	
Evidence of positive behaviour management	A,I &O	✓	
An ability to use IT including interactive whiteboards to deliver the curriculum	A,I &O	✓	
A commitment to encouraging independent and motivated learners	A,I &O	✓	
A desire to give children an equal opportunity to learning	A,I &O	✓	
Displays an understanding of the criteria for a good lesson	A,I &O	✓	
Commitment to school life beyond the classroom	A & I		✓
A commitment to the promotion of values based learning	A & I		✓
Direct and co-ordinate the work of others	A,I &O	✓	
(e) Attributes			
Self-motivated and resilient	A&I	✓	
Able to develop effective partnerships	I	✓	
Sensitive to the needs of vulnerable groups	I&O	✓	
Able to work independently	A&I	✓	
Ability to work well under pressure and remain calm	A&I	✓	
A flexible approach to working	A&I	✓	
Effective verbal communication skills	A&I	✓	
Commitment and ability to work as part of a team	A&I	✓	
Good communication skills in order to present to a range of audiences with confidence	A&I		✓
Good sense of humour	A&I	✓	
Ability to reflect on own practice	A&I	✓	
Seek advice and support when necessary	A&I	✓	
Commitment to own CPD	A&I	✓	
Motivate and inspire pupils, staff, parents, governors and the wider community;	A&I		✓
Set standards and provide a role model for pupils and staff	A, I&O	✓	
(f) OTHER REQUIREMENTS			
Application forms should be completed in full	A	✓	
Letters should be clear and concise and should address the criteria identified in the person specification	A	✓	
Underpinned by an overall philosophy for Catholic Education	A		✓
Confidential References and Reports			
Written reference(s) only, confirming professional & personal knowledge, skills & abilities referred to above		✓	
Enhanced DBS Clearance		✓	

I – Interview

A – Application Form

