**St. Joseph’s RC VA Primary School**

**TEACHER – PERSON SPECIFICATION**

|  | **Criteria No.** | ESSENTIAL ATTRIBUTE | **Stage Identified** | Criteria**No.** | DESIRABLE ATTRIBUTE | **Stage Identified** |
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| **Application** | E1 | Fully supported references | AF/R |  |  |  |
| E2 | Well structured supporting letter indicating beliefs, understanding of important educational issues and teaching styles | AF |  |  |  |
| **Qualifications & Education** | E3 | Qualified Teacher Status | AF/C |  |  |  |
| E4 | Degree qualification(s) or equivalent | AF/C |  |  |  |
| Experience & Knowledge | E5 | Recent class teaching experience in KS1 and / or KS2 | AF/I/R |  |  |  |
| E6 | Knowledge of structure and content of the new National Curriculum | AF/I/R | D1 | Knowledge of structure and content of the Catholic Religious Education curriculum | AF/R/I |
| E7 | Understanding & knowledge of current educational issues | AF/I/R  |  |  |  |
| E8 | A clear vision and understanding of the needs of Primary pupils | AF/I/R |  |  |  |
| E9 | Experience of working successfully and co-operatively as a member of a team in a school | AF/I/R |  |  |  |
| E10 | Evidence of commitment to raising achievement | AF/I/R |  |  |  |
|  | E11 | Experience of curriculum leadership | AF/I/R | D2 | Ability to lead a subject across the school | AF/R/I |
|  | E12 | Excellent teaching practice | R |  |  |  |
| **Professional Development** | E13 | Evidence of attendance at recent and relevant training within the last two years | AF/I | D3 | An active interest in staff development and willing to fully participate | AF/I/R |
| **Skills** | E14 | Ability to communicate both orally and in writing to a wide range of audiences | AF/I | D4 | Ability to use tablets and other mobile devices | AF/I/R |
| E15 | IT Literate: capable of using classroom applications to support teaching and learning. | AF/I/R | D5 | Ability to use an interactive whiteboard | AF/I/R |
| E16 | Ability to communicate effectively in curriculum management – planning, delivery and assessment | AF/I/R |  |  |  |
| E17 | Ability to demonstrate an understanding of curriculum planning, delivery and assessment | AF/I/R |  |  |  |
|  | E18 | Capacity to lead and provide an extra-curricular activity | AF/I |  |  |  |
| **Personal Attributes** | E18 | Ability to demonstrate enthusiasm, sensitivity and a caring attitude whilst working with children | AF/I/R |  | Flexibility and adaptability in order to be able to work across age ranges and to mix and work with a wide range of people | AF/I/R |
| E19 | High degree of motivation for working with children to promote their development and educational needs | AF/I/R |  |  |  |
| E20 | Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community | AF/I/R |  |  |  |
| **Special Requirements** | E21 | Commitment to support the Catholic ethos, aims and values of the school | AF/I/R/D |  |  |  |
| E22 | Interest in working with children to promote their development and educational needs | AF/I/R/D |  |  |  |
| E23 | Ability to form and maintain appropriate relationships and personal boundaries with children | AF/I/R/D |  |  |  |
| E24 | Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline. | AF/I/R/D |  |  |  |
| E25 | Suitability to work with children | AF/I/R/D |  |  |  |

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| Key – Stage identified | I | Interview | Issues arising from references will be taken up at interview. All appointments are subject to satisfactory references and DBS clearance. |
| AF | Application Form | R | References |
| C | Certificates | D | Disclosure |