

Person Specification –Teacher

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	A DCSF recognised and relevant teaching qualification.
2	Able to plan and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.
3	Recent experience of teaching in Key Stage 1 or key Stage 2.
4	A good knowledge and understanding of KS1 and 2 curriculum areas and the relevant statutory and non-statutory curricular / frameworks.
5	A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies.
6	Good written communication skills
7	Evidence of relevant and on-going professional development and training, <i>(not applicable for a NQT.)</i>

Desirable

8	Other interests / expertise that would benefit learners and the school.
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Part B: Assessment Stage

Items 1 - 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress.
2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Able to engage and motivate learners in the school environment.
5	Have positive values, attitudes and have high expectations for learners.
6	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well being.
7	Able to work collaboratively as member of a team and contribute to the professional development of colleagues, including the sharing effective practice.
8	Able to plan, organise and prioritise and manage time effectively.
9	Good verbal and interpersonal skills
10	Able to use ICT knowledge and skills in the learning environment.
11	Have positive values, attitudes and have high expectations for learners.

Desirable

12	Able to contribute to and support the development of a curriculum area.
13	Willing and able to contribute to extra curricular activities.
14	Willing and able to contribute to whole school development initiatives / school improvement planning / self evaluation.
15	Be able to demonstrate a desire to work in a Catholic school through obtaining the CCRS certificate.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	Yes	Structured discussion with pupils	No
Other (specify)	No	Other (specify)	No

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	DBS clearance from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Qualified teacher Status with professional registration with the General Teaching Council for England
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Medical clearance