



**PERSON SPECIFICATION: CLASS TEACHER**

**Post: Main Scale Permanent Class Teacher (M1-M6)**  
**Appointment From: September 2021**  
**Accountable to: The Headteacher**

**CANDIDATE.....DATE.....**  
**SHORTLISTING/INTERVIEW PANEL MEMBER.....**

	<b>Essential Criteria</b>	<b>Evidence</b>	<b>COMMENTS</b>
<b>Faith commitment</b>	A practising Catholic or a commitment to support the Catholic ethos of the school	Application Interview References	
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status (primary phase)</li> <li>• GCSE English and Maths Grade C or above</li> <li>• Fully supported references</li> <li>• CCRS or willingness to undertake</li> </ul>	Application References Interview	
<b>Experience</b>	The class teacher should have: <ul style="list-style-type: none"> <li>• previous successful experience of teaching in a primary school</li> <li>• previous experience of working successfully as part of a team</li> <li>• previous experience of raising standards and accelerating pupil progress</li> </ul>	Application Interview Reference	
<b>A commitment to education and teaching</b>	The class teacher will have the ability to communicate and co-operate by: <ul style="list-style-type: none"> <li>• setting high expectations of all pupils and be committed to raising educational achievement</li> <li>• adopting a flexible approach</li> <li>• supporting the aims, ethos and policies of St. Mary's School</li> </ul>	Application Interview Reference	
<b>Knowledge and understanding</b>	The class teacher will have knowledge and understanding of : <ul style="list-style-type: none"> <li>• the purpose, structure and content of the National Curriculum and its requirements</li> <li>• have thorough subject knowledge and be prepared to keep abreast of educational developments on curriculum and classroom practice issues</li> <li>• planning and implementing an effective teaching programme , including the monitoring, assessment, recording and reporting of pupils' progress</li> <li>• a range of effective teaching styles</li> <li>• the ability to provide subject leadership in one or more curricular areas</li> <li>• how to establish an effective rapport with children which is based on high expectations and establish a purposeful learning environment where all pupils feel secure and confident</li> <li>• deploying teaching assistants effectively to support all pupils</li> <li>• the statutory requirements of legislation concerning Safeguarding, including Child Protection, Equal Opportunities, Health and Safety and Inclusion and both respect and value different experiences and backgrounds</li> </ul>	Application Interview References	

<b>Skills</b>	<p>The class teacher will:</p> <ul style="list-style-type: none"> <li>• be an outstanding teacher</li> <li>• have excellent classroom management skills</li> <li>• be able to use ICT creatively to support teaching and learning</li> <li>• be able to make creative and real links between different curriculum areas</li> <li>• create a happy, challenging, fun and effective learning environment</li> <li>• be able to communicate effectively and appropriately (orally, verbally and ICT) in a variety of situations</li> <li>• be able to promote spirituality within the classroom, following school procedures and the ‘Come and See’ syllabus</li> <li>• establish and develop appropriate relationships with parents, governors and the community</li> </ul>	Application Interview References	
<b>Personal characteristics</b>	<p>The class teacher should possess an awareness of the ethos of a Roman Catholic school and the contribution this makes to the mission of the church</p> <p>They should also:</p> <ul style="list-style-type: none"> <li>• develop positive relationships with all members of the school community</li> <li>• be a good communicator</li> <li>• have an exemplary record of attendance and punctuality</li> <li>• set a good example in terms of dress</li> <li>• have high expectations of pupils, adults and self</li> <li>• be able to motivate self and others</li> <li>• be committed to personal professional development, is reflective and learns from past experiences</li> <li>• be motivated</li> <li>• be proactive</li> <li>• be enthusiastic, empathetic, organised, approachable and committed</li> <li>• willing to work throughout the primary school</li> </ul>	Application Interview References	
<b>Special requirements</b>	<ul style="list-style-type: none"> <li>• Application provides all relevant information and includes a well-constructed supporting statement</li> <li>• Be willing to contribute to extra-curricular activities</li> </ul>	Application Interview	

The post is exempt from the Rehabilitation of Offenders act 1974 and therefore will be subject to an enhanced check (with Barred List) from the Disclosure and Barring Service.

St. Mary’s RC Primary School safeguards and protects its students and staff and is committed to respond in accordance with Sunderland Local Safeguarding Board procedures.

Shortlisted candidates will be observed teaching and required to complete a written task and may then be invited for interview on the same day/at a later date.

Candidates who are shortlisted will be asked about any relevant issues arising from his or her references.