Person Specification

Post Title: Class Teacher
Salary: Main Pay Scale 1 - 6 / Upper Pay Scale 1 - 3

Qualifications & Training	
Essential	
E1	Qualified Teacher Status (QTS), or on course to achieve QTS.
E2	Degree-level qualification or equivalent.
Desirable	
D1	Evidence of recent and relevant professional development.
D2	Catholic Certificate in Religious Studies, or willingness to undertake.
Experience	
Essential	
E3	Experience of teaching, training or placement experience with primary-aged pupils.
E4	Experience of planning and delivering lessons that meet the needs of a range of learners.
E5	Experience of assessing, tracking and reporting pupil progress.
E6	Experience of supporting pupils with SEND through inclusive classroom practice, working with SENDCo's and external professionals where appropriate.
Desirable	
D3	Experience of teaching in a Catholic school.
D4	Experience of leading or contributing to a curriculum area.
Skills & Abilities	
Essential	
E7	Ability to plan engaging lessons that promote progress for all pupils, and adapt teaching to meet the needs of all pupils.
E8	Effective classroom and behaviour management skills.
E9	Ability to communicate effectively with pupils, parents/carers and colleagues.
E10	Confident and competent use of digital technology and management information systems to support teaching, learning and assessment.
Desirable	
D5	Experience of using assessment data to inform teaching and raise standards.
D6	Willingness to undertake additional relevant training.
Knowledge & Understanding	
Essential	
E11	Secure knowledge and understanding of the primary curriculum and effective teaching strategies.
E12	Secure subject knowledge and understanding of effective pedagogy in primary education.

Personal Attributes	
Essential	
E13	Commitment to high standards of teaching, learning and pupil welfare.
E14	Professional, reflective and well-organised approach to work.
E15	Ability to work collaboratively and build positive relationships.
E16	Resilience, flexibility and the ability to manage workload effectively.
E17	Willingness to play a full and active role in the wider life of the school.
Safeguarding & Compliance	
Essential	
E18	Commitment to safeguarding and promoting the welfare of children and young people.
E19	Understanding of and ability to comply with data protection and confidentiality principles.
E20	Ability to comply with Equal Opportunities Policies, the Trust/school Code of Conduct, and all other Trust/school policies.
E21	Ability to comply with health and safety policies, rules and regulations.
E22	Ability to support and uphold the Catholic ethos of the school and respect its distinctive mission.

November 2026