



ST BERNADETTE'S CATHOLIC PRIMARY SCHOOL
PERSON SPECIFICATION / SELECTION CRITERIA
APPOINTMENT OF PERMANENT CLASS TEACHER

A) TRAINING AND QUALIFICATIONS	Essential or Desirable	Evidence
o Degree / QTS	E	Application
o CCRS or commitment to obtaining the certificate.)	D	Application
o Recent participation in a range of relevant in-service training	E	Application
B) CHURCH DISTINCTIVENESS	Essential or Desirable	Evidence
o To be a practising Catholic	D	Application
o To uphold the Catholic ethos of the school	E	Application/ Interview
o To participate fully in the wider life of the catholic School ie worship/ church links	E	Application/ Interview
B) EXPERIENCE OF TEACHING AND EDUCATIONAL MANAGEMENT	Essential or Desirable	Evidence
o Experience of teaching in either OR both KS1 and KS2	E	Application
o Commitment to setting high standards and expectations	E	Interview / letter
o Experience and understanding of intervention, closing gaps, assessing and adding progress to all pupils	E	Interview / letter
o Experience in managing and being responsible for a class including behaviour management	E	interview
C) PROFESSIONAL KNOWLEDGE & UNDERSTANDING	Essential or Desirable	Evidence
o A sound knowledge and understanding of the KS1 OR KS2 Curriculum including English, maths, science and ICT.	E	Interview / Letter
o Sound grammar, maths, guided reading and response learning & teaching at KS1 OR KS2 level	E	Interview / Letter
o Effective teaching and learning strategies including assessment, feedback, challenge and interventions	E	Interview / Letter
o Planning skills – clear learning objectives/ success criteria / assessment for learning / motivating challenges	E	Interview / Letter
o Sound and up to date ICT Skills	E	Interview / Letter
D) OTHER REQUIREMENTS		
o A commitment to all school policies including safeguarding/ marking & feedback/ behaviour	E	Interview
o To have knowledge of leading a subject	D	Letter/ interview
o A positive attitude with enthusiasm and drive	E	Interview / Letter
o The ability to work as part of a team achieving high standards	E	Interview / Letter
o Ability to create a tidy, stimulating and well organised classroom environment which is conducive to learning	E	Interview / Letter
o Ability to create stimulating, informative and interactive displays which aid learning	E	Interview / Letter
o Have high expectations for children's attainment and behaviour inline with our school policy	E	Interview / Letter
o To be able to manage low level behaviour and effectively build relationships with Emotional & Social Pupils	E	Letter/ interview
Inclusion & Safeguarding		
o Demonstrate an ability to personalise learning to support pupils with special needs	E	Interview / Letter

○ Understand when to draw on the expertise of colleagues or outside agencies	E	
○ Be familiar with national and local safeguarding legislation	E	
○ Demonstrate commitment to equality and diversity	E	
E) PERSONAL ATTRIBUTES		
○ Good communication skills with parents, pupils and colleagues	E	Interview / Letter
○ Personal impact and enthusiasm with a sense of humour	E	
○ Commitment and integrity	E	
○ Willingness to support existing school policies and practices	E	
○ Willingness to commit to extra-curricular activities	D	

F) CONFIDENTIAL REFERENCE AND REPORTS	Essential or Desirable	Evidence
○ References should provide a strong level of support for the relevant professional and personal knowledge, skills and abilities referred to above	E	
○ Enhanced DBS clearance	E	