**ALSTON LANE CATHOLIC PRIMARY SCHOOL**

**PERSON SPECIFICATION / SELECTION CRITERIA**

APPOINTMENT OF CLASS TEACHER

* THE PERSON APPOINTED WILL HAVE QUALIFIED TEACHER STATUS
* IF A FAITH REFERENCE IS NOT AVAILABLE CANDIDATES SHOULD DEMONSTRATE IN THEIR LETTER THEIR WILLINGNESS TO SUPPORT THE CATHOLIC ETHOS OF THE SCHOOL

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| **A) TRAINING AND QUALIFICATIONS** | **Essential or Desirable** | | **Evidence** | |
| * Degree / QTS | E | | Application | |
| * Successful completion of NQT Induction Period (where applicable) | E | | Application | |
| * Practising Catholic | D | | Application | |
| * Catholic Teachers’ Certificate (CCRS/CTC – or willing to do so) | D | | Application | |
| * Recent participation in a range of relevant in-service training | E | | Application | |
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| **B) EXPERIENCE OF TEACHING AND EDUCATIONAL MANAGEMENT** | **Essential or Desirable** | | **Evidence** | |
| * Experience of teaching in Early Years | E | | Application | |
| * Commitment to setting high standards and expectations | D | | Interview / letter | |
| * Experience and understanding of target setting and planning to meet targets | E | | Interview / letter | |
| * Experience of teaching in a Church School | D | | Application | |
| * Experience in managing and being responsible for a class | E | | Application | |
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| **C) PROFESSIONAL KNOWLEDGE & UNDERSTANDING** | **Essential or Desirable** | | **Evidence** | |
| * A sound knowledge and understanding of the Early Years Foundation Stage and Development Matters | E | | Interview / Letter | |
| * The distinctive nature of the Catholic school | D | | Interview / Letter | |
| * Effective teaching and learning strategies | E | | Interview / Letter | |
| * Planning skills | E | | Interview / Letter | |
| * ICT Skills | E | | Interview / Letter | |
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| **D) OTHER REQUIREMENTS** |  | |  | |
| * Desire to develop own capabilities | E | | Interview / Letter | |
| * A positive attitude with enthusiasm and drive | E | | Interview / Letter | |
| * The ability to work as part of a team achieving high standards | E | | Interview / Letter | |
| * Ability to create a tidy, stimulating and well organised classroom environment | E | | Interview / Letter | |
| * Ability to create stimulating, informative and interactive displays | E | | Interview / Letter | |
| * Have high expectations for children’s attainment and behaviour | E | | Interview / Letter | |
| * Ability to play a musical instrument | D | | Interview/  Letter | |
| **Inclusion & Safeguarding**   * Demonstrate an ability to personalise learning to support pupils with special needs * Understand when to draw on the expertise of colleagues or outside agencies * Be familiar with national and local safeguarding legislation * Demonstrate commitment to equality and diversity | E  E  E  E | | Interview / Letter | |
| **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 support and promote the Catholic ethos of the school | | E | |
| * Willingness to commit to extra-curricular activities | | E | |

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| **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 |  |
| * Positive and supportive faith reference | D |  |
| * Satisfactory enhanced DBS clearance | E |  |