**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

|  |  |  |
| --- | --- | --- |
| **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 |
|  |
| **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 |
|  |
| **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 |
|  |
| **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
 | EEEE | 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 |

|  |  |  |
| --- | --- | --- |
| **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 |  |