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| St Mary’s & St Benedict’s Catholic Primary School  Appointment of Class Teacher  Selection Criteria |

**[A] TRAINING AND QUALIFICATIONS**

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|  | Essential or  Desirable | Evidence |
| * Qualified teacher status | E | Application |
| * Recent participation in a range of relevant in-service training | D | Application |
| * Practising Catholic | D | Reference |
| * Catholic Teachers’ Certificate (CCRS/CTC) | D | Application |

**[B] EXPERIENCE OF TEACHING**

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|  | Essential or  Desirable | Evidence |
| * Experience of teaching KS1 / Foundation Stage | D | Application |
| * Experience of teaching KS2 | D | Application |
| * Experience of effectively teaching mixed age classes | D | Application |
| * Experience of teaching in a church school | D | Application |

**[C] PROFESSIONAL SKILLS, KNOWLEDGE AND UNDERSTANDING**

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|  | Essential or Desirable | Evidence |
| **Subjects and Curriculum**   * Have an excellent knowledge and understanding of the KS2 curriculum * Ability to lead in planning a stimulating, integrated curriculum across KS2 | E  D | Interview/  Letter |
| **Teaching and Learning**   * Demonstrate consistently high quality, ‘good’ teaching * Demonstrate consistently high quality behaviour management techniques * Exemplify how the needs of all pupils and groups of pupils can be met through high quality teaching * Demonstrate effective use of a range of summative and formative assessment methods * Demonstrate that a range of Assessment for Learning practices are embedded in lessons | E  E  E  E  E | Interview/  Letter |
| **Pupil progress**   * Have high expectations of pupils and be committed to raising pupil achievement through appropriate challenge * Demonstrate significant impact on raising standards within the classroom * Have experience of tracking pupil progress and measuring standards against national and local data | E  E  E | Interview/  Letter |
| **Wider professional effectiveness**   * Ability to work with parents to enhance children’s learning * Make a positive contribution to the wider life and ethos of the school * Commitment to extra-curricular activities * Willingness to support Church and PTA events/meetings | E  E  E  E | Interview/  Letter |
| **Inclusion and Safe guarding**   * 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 support health and safety policies * Demonstrate commitment to equality and diversity * Show an awareness and understanding of the Every Child Matters Agenda | E  E  E  E  E  E | Letter/ Interview |

**[D] PERSONAL ATTRIBUTES**

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|  | Essential or  Desirable | Evidence |
| * Willingness to support and promote the Catholic ethos of the school * Commitment and integrity * Good communication skills with parents, pupils and colleagues * Ability to work cooperatively as part of a team * Willingness to support existing school policies and practices * Ability to self evaluate and act upon advice * Ability to manage an effective work/ life balance * Personal impact and enthusiasm with a sense of humour! | E  E  E  E  E  E  E  E | Interview/  Letter |

**[E] CONFIDENTIAL REFERENCES AND REPORTS**

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| A positive faith reference from a priest where the applicant regularly worships  A positive recommendation from current employer | D  E |