

***St Mary’s RC Primary School, Haslingden***

**Person Specification**

Source Key: A = Application, I = Interview, O = Observation, CC= Certificate Checking

R = References

Note: Candidates failing to meet any of the essential criteria will automatically be excluded.

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| **Qualifications and Training** | Essential / Desirable | Demonstrated in  |
| Degree | **E** | **A/CC** |
| Qualified teacher status | **E** | **A/CC** |
| Has completed the Catholic Certificate of Religious Studies | **D** | **A/CC** |
| **Experience** |  |  |
| At least 3 years teaching experience | **E** | **A/I/O/** |
| Experience of leading a core subject  | **D** | **A/I/R** |
| Experience of leading a key stage within a primary school | **D** | **A/I/O/R** |
| **Knowledge, skills and abilities** |  |  |
| High expectations of all pupils | **E** | **A/I/O/R** |
| Evidence of a high standard of classroom practice | **E** | **A/I/O/R** |
| A thorough knowledge of the current curriculum practice | **E** | **A/I/R** |
| A commitment to inclusive education | **E** | **A/I** |
| The ability to have effective interpersonal and communication skills with colleagues, pupils and parents | **E** | **A/I/O/R** |
| Evidence of a high level of personal motivation and enthusiasm | **E** | **A/I/R** |
| Knowledge of recent assessment techniques and statutory testing arrangements | **E** | **A/I/O** |
| A commitment to providing a broad and balanced curriculum through innovative approaches to teaching and learning | **E** | **A/I/R** |
| The ability to provide a happy, stimulating learning environment | **E** | **A/I/R** |
| A positive attitude to personal and professional development | **E** | **A/I/R** |
| The ability to work with other staff, including support staff, when planning and delivering the curriculum | **E** | **A/I/O/R** |
| The ability to work with parents, carers, and other members of the school community | **E** | **A/I/R** |
| A willingness to participate in extra-curricular activities | **E** | **A/I/R** |
| Able to use own initiative and meet deadlines | **E** | **A/I/R** |
| Ability to maximise the use of new technologies | **E** | **A/O** |
| An understanding of the importance of developing independent learners | **E** | **A/O/R** |
| Evidence of planning lessons that maximise progress for all learners | **E** | **I/O/R** |
| **Professional and Personal Qualities** |  |  |
| Practising Catholic | **D** | **A/R** |
| Have a clear understanding of the Catholic faith and be willing to lead and take part in Christian worship within the school context | **E** | **A/I/R** |
| A commitment to working as part of a collaborative team | **E** | **I/O/R** |
| An enthusiast with energy, sensitivity, flexibility and a positive outlook | **E** | **I/O/R** |
| The capacity to inspire and motivate others, leading by example | **E** | **I/R** |
| Committed to implementing a curriculum, which meets the needs of **all** children and promotes their individual development through adaptive teaching strategies | **E** | **A/I/O/R** |
| Experience of implementing positive behaviour management | **E** | **A/I/O/R** |
| Flexible in approach and willing to learn and develop new skills | **E** | **I/R** |
| Demonstrates a high level of English grammar (spoken and written) | **E** | **A/I** |
| **Other** |  |  |
| Commitment to Safeguarding and protecting the welfare of children | **E** | **A/I/R** |
| Commitment to equality and diversity, health and safety | **E** | **A/I/R** |
| Commitment to undertake relevant training and development |  | **A/I/R** |
| Commitment to attendance at work | **E** | **A/I/R** |
| Positive recommendation from all referees , including current employer | **E** | **R** |
| Clear , concise supportive statement relevant to the post | **E** | **A** |