

*Caton St.Paul`s C of E Primary School is committed to safeguarding and promoting the welfare of children and young people. The applicant will be required to share this commitment.*

APPOINTMENT OF TEACHER

**PERSON SPECIFICATION/SELECTION CRITERIA**

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

The appointment will be made on the basis of each applicant’s qualities.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Person specification form** | | | | |
| **Job title:** Class Teacher | | | **Grade:** Main Pay Scale | |
| **Directorate:** Children and Young People | | |  | |
| **Establishment or team:** Caton St.Paul`s CE Primary School | | | | |
| **Requirements**  **(based on the job description)** | | **Essential (E)**  **or**  **desirable (D)** | | **To be identified by: application form and supporting statement (A),**  **interview (I),**  **references (R).** |
| **Qualifications** | |  | |  |
| Qualified teacher status | | **E** | | **A** |
| Degree | | **E** | | **A** |
| **Experience** | |  | |  |
| Recent experience of teaching across all key stages within the primary phase | | **E** | | **A** |
| Experience of delivering a high quality, well planned primary curriculum | | **E** | | **A** |
| Experience of working closely to plan with others | | **E** | | **A I** |
| Experience of teaching children with a range of needs | | **E** | | **A I** |
| Experience of teaching in a mixed-age class. | | **D** | | **A I** |
| Experience of leading a subject | | **D** | | **A I** |
| **Knowledge, skills and abilities** | |  | |  |
| An excellent teacher | | **E** | | **A I R** |
| Understanding of effective assessment strategies, including the use of AFL, to meet the learning needs of all pupils | | **E** | | **A I R** |
| Understanding of effective learning; recognising, planning and providing for different learning styles | | **E** | | **A I R** |
| Ability to plan to meet the needs of all groups of pupils | | **E** | | **A I R** |
| Ability to form and maintain excellent relationships with all members of our school community | | **E** | | **A I R** |
| Ability to use ICT effectively within teaching and learning to enhance pupil progress | | **E** | | **A I R** |
| Ability to provide a stimulating, well organised learning environment | | **E** | | **A I R** |
| Ability to use a range of positive behaviour strategies to effectively promote outstanding behaviour for learning | | **E** | | **A I R** |
| Ability to use data, assessment and target setting to impact positively on pupil progress | | **E** | | **A I R** |
| Understanding and knowledge of how to plan and deliver Christian values throughout the curriculum | | **D** | | **A** |
| Willingness to participate in school activities including extracurricular activities and school-related community events | | **E** | | **A I** |
| Ability to contribute to a shared vision of the school | | **E** | | A I |
| Curriculum strengths which can be brought to the school which can support the continued development of the curriculum. | | **D** | | **A I** |
| Excellent written and verbal communication skills (which will be assessed at all stages of the process) | | **E** | | **A I** |
| **Personal Qualities** | |  | |  |
| Continue to promote Caton St.Paul`s CE Primary School’s strong Christian philosophy and values | | E | | **I** |
| Be a positive role model at all times, a highly respected representative of Caton St.Paul`s CE Primary School | | **E** | | **I R** |
| Demonstrate an understanding, awareness and empathy for the needs of pupils at Caton St.Paul`s CE Primary School and how these could be met | | **E** | | **I** |
| Ability to prioritise time using effective organisational skills | | **E** | | **I** |
| Ability and willingness to work effectively as part of a team, learning with and from colleagues | | **E** | | **I R** |
| Adaptability to changing circumstances and new ideas | | **E** | | **I** |
| To be creative and enthusiastic to make every day for our pupils engaging and exciting | | **E** | | **I** |
| Demonstrate a capacity for sustained hard work with energy and vigour | | **E** | | **I R** |
| **Other (including special requirements)** | | | | |
| 1. Commitment to safeguarding and protecting the welfare of children and young people 2. Commitment to equality and diversity 3. Commitment to health and safety 4. Commitment to attendance at work | | **E**  **E**  **E**  **E** | | **I**  **I**  **I**  **I** |
| **Confidential References** | | | | |
| Positive recommendation from all referees, including current employer.  **Note: We will always consider your references before confirming a job offer in writing**. | | **E** | | **R** |
| **Prepared by:** | Ian Gittins | **Date:** | | May 2024 |

**Application Form and Supporting Statement**

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post.