

**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

<b>A) TRAINING AND QUALIFICATIONS</b>	<b>Essential or Desirable</b>	<b>Evidence</b>
○ Degree / QTS	E	Application
○ Successful completion of NQT Induction Period (where applicable)	E	Application
○ GCSE maths and English grade C or above or equivalent	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>B) EXPERIENCE OF TEACHING AND EDUCATIONAL MANAGEMENT</b>	<b>Essential or Desirable</b>	<b>Evidence</b>
○ Experience of teaching KS2	E	Application
○ Commitment to setting high standards and expectations	E	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
<b>C) PROFESSIONAL KNOWLEDGE &amp; UNDERSTANDING</b>	<b>Essential or Desirable</b>	<b>Evidence</b>
○ A sound knowledge and understanding of the Curriculum including English, GPS, maths, science and IT.	E	Interview / Letter
○ Thorough knowledge of end of KS2 expectations and the delivery of SATs knowledge and understanding, incl moderation	D	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
○ IT Skills	E	Interview / Letter
<b>D) OTHER REQUIREMENTS</b>		
○ 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
<b>Inclusion &amp; Safeguarding</b>		
○ Demonstrate an ability to personalise learning to support pupils with special needs	E	Interview / Letter

<ul style="list-style-type: none"><li>○ Understand when to draw on the expertise of colleagues or outside agencies</li><li>○ Be familiar with national and local safeguarding legislation</li><li>○ Demonstrate commitment to equality and diversity</li></ul>	E	
	E	
	E	
<b>E) PERSONAL ATTRIBUTES</b>		
<ul style="list-style-type: none"><li>○ Good communication skills with parents, pupils and colleagues</li></ul>	E	Interview / Letter
<ul style="list-style-type: none"><li>○ Personal impact and enthusiasm with a sense of humour</li></ul>	E	
<ul style="list-style-type: none"><li>○ Commitment and integrity</li></ul>	E	
<ul style="list-style-type: none"><li>○ Willingness to support existing school policies and practices</li></ul>	E	
<ul style="list-style-type: none"><li>○ Willingness to support and promote the Catholic ethos of the school</li></ul>	E	
<ul style="list-style-type: none"><li>○ Willingness to commit to extra-curricular activities</li></ul>	E	
<b>F) CONFIDENTIAL REFERENCE AND REPORTS</b>	<b>Essential or Desirable</b>	<b>Evidence</b>
<ul style="list-style-type: none"><li>○ References should provide a strong level of support for the relevant professional and personal knowledge, skills and abilities referred to above</li></ul>	E	
<ul style="list-style-type: none"><li>○ Positive and supportive faith reference</li></ul>	D	
<ul style="list-style-type: none"><li>○ Satisfactory enhanced DBS clearance</li></ul>	E	