



Person specification form		
Job title: Class Teacher	Grade: Main pay scale/Upper pay scale	
Establishment: St Mary and St Andrew's Catholic Primary School		
Requirements (based on the job description)	Essential (E) or desirable (D)	To be identified by: application form (A), interview (I), Reference (R)
Faith Commitment		
Committed to supporting the Catholic ethos of the school & the personal spiritual development of the child	E	A I R
Some experience of teaching in a Catholic Primary School	D	A
Understanding of the distinctive nature of a Catholic school and the role it plays in the parish and the wider community.	E	A I
Willingness to support the Catholic ethos, Gospel values and Mission statement of the school.	E	I
Practising Catholic.	D	I R
Qualifications		
Qualified Teacher Status (QTS).	E	A
Catholic Certificate in Religious Studies (CCRS)	D	A I
Professional knowledge and understanding		
A commitment to Lancashire's safeguarding children policies and practices.	E	A I
Experience of teaching in Key Stage 2	E	A I
Experience of teaching in Year 6	D	A I
Be able to develop innovative and creative approaches to teaching and learning	E	A I
Excellent classroom practitioner	E	A I
Using technology effectively to support teaching and learning	E	A I
Can demonstrate impact of effective planning, differentiation and assessment	E	A I
Ability to maintain an environment where children work purposefully, are able to work independently and are self-disciplined	E	A I
High expectations of pupil behaviour and an understanding of strategies which can be used to meet the needs of every child	E	AF I R

Commitment to planning and delivering medium term lesson plans in line with school expectations.	E	AFI
Personal skills and attributes		
Ability to work as part of an effective team, being reflective, enthusiastic and flexible.	E	A I
Ability to work effectively under pressure, manage own time and adhere to deadlines	E	AF I
Willingness to participate in the additional activities of the school, including extra-curricular activities, PTFA events and parish events	E	A I
A commitment to further professional development	E	A I
Ability to contribute to the wider community	E	AF I
Excellent written and verbal communication skills	E	A I
Motivation	E	A I
Positive outlook and sense of humour	E	A I
Foster relationships with parents	E	A I
Integrity, discretion and loyalty	E	A I
Emotionally resilient and determined	E	AF I
Be creative, flexible and open to new ideas, demonstrating a positive and proactive approach to school improvement	E	AF I
Strong commitment to equality and diversity.	E	A I
Application form, letter of application and confidential references		
Professional references supporting the relevant professional and personal knowledge, skills and attributes referred to in this specification.	E	N/A
Positive recommendation from current employer (if applicable).	E	N/A
Positive faith reference	D	N/A
Other (including special requirements)		
1. Commitment to safeguarding and protecting the welfare of children and young people.	E	A
2. Commitment to health and safety.	E	A
3. Commitment to excellent attendance and punctuality at work.	E	A
Prepared by: The Head Teacher	Date: July 2025	
Note: We will always consider your references before confirming a job offer in writing.		