

**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
○ Practising Catholic	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>		
○ Experience of teaching KS1	E	Application
○ Commitment to setting high standards and expectations	D	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>		
○ A sound knowledge and understanding of the Curriculum including English, phonics, maths, science and ICT.	E	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
○ ICT 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>		Interview / Letter
○ Demonstrate an ability to personalise learning to support pupils with special needs	E	
○ Understand when to draw on the expertise of colleagues or outside agencies	E	
○ Be familiar with national and local safeguarding legislation	E	

○ Demonstrate commitment to equality and diversity	E		
<b>E) PERSONAL ATTRIBUTES</b>			
○ Good communication skills with parents, pupils and colleagues	E	Interview / Letter	
○ Personal impact and enthusiasm with a sense of humour	E		
○ Commitment and integrity	E		
○ Willingness to support existing school policies and practices	E		
○ Willingness to support and promote the Catholic ethos of the school	E		
○ Willingness to commit to extra-curricular activities	E		
<b>F) CONFIDENTIAL REFERENCE AND REPORTS</b>		<b>Essential or Desirable</b>	<b>Evidence</b>
○ References should provide a strong level of support for the relevant professional and personal knowledge, skills and abilities referred to above		E	
○ Positive and supportive faith reference		D	
○ Satisfactory enhanced DBS clearance		E	