



St Andrew's Catholic Primary School

Cover Teacher – Personal Specification

Competency	Essential	Desirable
Qualification	<ul style="list-style-type: none"> • Qualified Teacher Status • Evidence of participation in relevant CPD • ICT confident and competent 	<ul style="list-style-type: none"> • Evidence of participation in child protection/safeguarding children training
Knowledge and Understanding of the Curriculum	<ul style="list-style-type: none"> • Understanding of safeguarding and child protection procedures. • A clear and good understanding of current educational issues, theory and practice, with particular regard to: <ul style="list-style-type: none"> ○ The National Curriculum ○ Equality and issues relating to pupil's access to learning ○ Class management 	
Teaching Skills	<ul style="list-style-type: none"> • Evidence of good successful teaching experience. (Successful teaching placements for ECTs) • The ability to use ICT effectively to engage pupils. • An understanding of how to use assessment to inform planning for good teaching and learning. • Demonstrate consistent and effective planning of lessons to meet pupils differing learning needs. • Evidence of good classroom management skills. • Create a happy challenging and effective learning environment. • Involvement and commitment to all aspects of school life. 	<ul style="list-style-type: none"> • Evidence of good, successful teaching experience across more than 1 key stage. • Experience of working with and/or developing links with parents and/or the wider community.
Personal Qualities	<ul style="list-style-type: none"> • A willingness to learn and develop new skills. • A desire to make a difference to the lives of young people. • Good written and oral communication skills. • Enthusiastic and positive approachable, accessible and flexible. • Commitment to Catholic values and ethos. • Ability to plan time and organise work effectively. • Ability to work as part of a team towards common purpose. 	<ul style="list-style-type: none"> • Practising Catholic

Policies & Procedures	All duties and responsibilities must be carried out with due regard to the Our Lady and All Saints Multi Academy Company policies and procedures	
Safeguarding	<p>St Andrew's, part of Our Lady and All Saints Multi Academy Company, has a responsibility for and is committed to safeguarding and promoting the welfare of children, young people and vulnerable groups. All employees and volunteers are expected to share this commitment and to obtain an Enhanced Disclosure and Barring Service check (DBS) and where relevant, a childcare disqualification check. Any offer of employment will be subject to satisfactory references and other satisfactory pre-employment checks. This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974.</p> <p>An online search will also be carried out as part of due diligence on all short-listed candidates.</p> <ul style="list-style-type: none"> • Support the Manager in promoting safeguarding and welfare, being specifically responsible for the children, young people and vulnerable adults s/he is responsible for, or comes into contact with • Refer any safeguarding issues to the school's DSL immediately and record concerns on the relevant IT system. • Ensure compliance to Safeguarding Policies and Procedures within the MAC • All duties and responsibilities must be carried out with due regard to the Our Lady and All Saints Multi Academy Company policies and procedures 	