**St Columba’s Catholic Primary School** **Person Specification for Class Teacher**



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| **Category** | **Essential** | **Desirable** |
| 1. Faith Commitment
 | * An understanding of the distinctive nature of the Catholic school and Catholic education
* Understanding of the school’s wider role in the parish and wider community.
 | * A practising and committed Catholic.
* Evidence of participation in faith life of the community.
* Experience in leading acts of worship in Catholic schools.
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| 1. Qualifications
 | * Qualified Teacher Status
 | * Postgraduate level qualification
* CCRS or equivalent
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| 1. Experience
 | * Successful teaching experience (which can be evidenced)
* Evidence of providing excellent provision for all pupils and achieving high standards of pupil progress (progress over time)
* Experience of safeguarding procedures including child protection.
 | * Recent experience in a Catholic voluntary aided school
* Experience of teaching in more than one school
* Working in partnership with parents
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| 1. Professional Development
 | * Evidence of continuing professional development relating to curriculum/ teaching and learning
* Ability to identify own learning needs.
 | * Evidence of continuing professional development relating to Catholic ethos, mission and religious education
* Experience of working with other schools/organisations /agencies
* Ability to support others in identifying their learning needs
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| 1. Strategic Leadership
 | * Ability to inspire and motivate staff, pupils, parents and governors to achieve the aims of Catholic education.
* Knowledge of what constitutes quality in educational provision, the characteristics of effective schools and strategies for raising standards and the achievement of all pupils.
* Understanding of and commitment to promoting and safeguarding the welfare of pupils.
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| 1. Teaching and Learning
 | * A secure understanding of the requirements of the National Curriculum
* Knowledge and experience of a range of successful teaching and learning strategies to meet the needs of all pupils.
* A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning.
* Experience of effective monitoring and evaluation of teaching and learning
* Secure knowledge of statutory requirements relating to the curriculum and assessment
* Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management
 | * A secure understanding of the requirements of the Curriculum Directory for Religious Education
* Understanding of successful teaching and learning in religious education across the key stages
* Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management
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| 1. Accountability
 | * Ability to communicate effectively, orally and in writing to a range of audiences – e.g. staff, pupils, parents, governors, parishioners and clergy.
* Ability to provide clear information and advice to staff and governors
 | * Experience of presenting reports to governors
* Leading sessions to inform parents.
* Experience of offering challenge and support to improve performance
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| 1. Skills, Qualities and Abilities
 | * High quality teaching skills
* Strong commitment to the mission of a Catholic school
* Commitment to their own spiritual formation and that of pupils
* High expectations of pupils’ learning and attainment
* Strong commitment to school improvement and raising achievement for all.
* Ability to build and maintain good relationships.
* Ability to remain positive and enthusiastic when working under pressure.
* Ability to organise work, prioritise tasks, make decisions and manage time effectively.
* Empathy with children
* Good communication skills
* Good interpersonal skills
* Stamina and resilience
* Confidence
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| 1. References
 | * Positive recommendation in professional references Satisfactory health and attendance record
 | * Positive and supportive faith reference from priest where the applicant regularly worships.
* Faith reference without reservation
* Professional reference without reservation
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Whilst every effort has been made to outline the key duties and responsibilities of the role, it is notan exhaustive list. The duties and responsibilities of the role may vary from time to time.

***Safeguarding & Equal Opportunities***

Lumen Christi is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. This post is subject to satisfactory references, which will be requested prior to interview, an enhanced DBS check, online searches, medical, evidence of qualifications plus verification of the Right to Work (RTW) in the UK*.*

*Please review our Safeguarding Policy*[*here*](https://www.lumenchristi.org.uk/docs/0023_Policies/LC-wide_Safeguarding_Policy_-_September_2023.pdf)*:* [*Safeguarding & Child Protection Policy*](https://www.lumenchristi.org.uk/docs/0024_Policies/Safeguarding_Policy_LC_Policy.pdf)

We aim to be an ***equal opportunities employer,*** and we are determined to ensure that no applicant or employee receives less favourable treatment on the grounds of gender, age, disability, religion, belief, sexual orientation, marital status, or race, or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.