



## Appointment of Teacher

### Person Specification

#### **Faith Commitment**

	Essential	Desirable	Source A – application I – interview R – references O- observation
A practising and committed Catholic (preferable)		✓	AIR
Understanding of the school's role in the parish and wider community		✓	AIR

#### **Training and Qualifications**

	Essential	Desirable	Source A – application I – interview R – references P – presentation O- observation
Catholic Certificate of Religious Studies or commitment to obtaining		✓	AI
Degree	✓		AI
Qualified Teacher Status (Primary)	✓		AI

#### **Professional Knowledge and Understanding**

	Essential	Desirable	Source A – application I – interview R – references O- observation
Knowledge of the primary curriculum	✓		AIR
Experience of working in a primary school	✓		AIR
Understanding of the class teacher role in a primary school.	✓		AIR
Understanding of and commitment to promoting and safeguarding the welfare of pupils	✓		AIR
Knowledge of a range of approaches to behaviour management which preserve self-esteem and offer support.	✓		AIR
Understanding of how the use of IT can enhance learning both in school and in a wider context		✓	AIR
Recognise and understand the need for confidentiality	✓		AIR

#### **Teaching Skills**

	Essential	Desirable	Source A – application I – interview R – references O- observation
Create and secure commitment to a clear vision for an effective Catholic school	✓		AIR
Teaching to a high standard	✓		AIR
Motivate, empower, challenge and inspire pupils.	✓		AIRO
Direct and co-ordinate the work of others e.g. Teaching assistants/volunteers	✓		AIRO
Prioritise, plan and organise your curriculum.	✓		AIR

Give and receive effective feedback and act to improve personal performance	✓		AIR
Set high standards and provide a role model for pupils	✓		AIRO
Work as part of a high-performing team	✓		AIR
Seek advice and support where necessary	✓		AIR
Deal sensitively with people and resolve conflicts effectively	✓		AIRO
Use appropriate leadership styles in different situations and understand their likely effects		✓	AIR
Display a range of interpersonal and communication skills	✓		AIRO
Ability to analyse data, develop strategic plans, set targets and monitor / evaluate progress	✓		AIR
Evidence of successful strategies for planning, implementing, monitoring and evaluating school improvement	✓		AIR
Experience of using coaching and mentoring strategies to support staff development		✓	AIR
Confidence in leading collective acts of worship, meetings and public events	✓		AIR

### Teaching and Learning

	Essential	Desirable	Source A – application I – interview R – references O- observation
A secure understanding of the statutory requirements of Religious Education in Catholic Schools	✓		AIRO
A secure understanding of the statutory requirements of the New National Curriculum	✓		AIRO
Evidence of very good teaching which serves to raise standards	✓		AIRO
Excellent relationships with the children which enhance learning	✓		AIRO
Demonstrate personal enthusiasm for and commitment to the learning process	✓		AIRO
Knowledge of Assessment and its impact on progress	✓		AIRO
A creative approach to planning learning opportunities which enable key skills to be used in a variety of contexts to enhance learning		✓	AIRO
Understanding of the characteristics of a good learning environment.	✓		AIRO

### Strengthening the Community

	Essential	Desirable	Source A – application I – interview R – references O- observation
Collaborate and be willing to work with Catholic and other schools in Rochdale.		✓	AIR
Build and maintain effective relationships with parents, carers and outside agencies.	✓		AIR

### Accountability

	Essential	Desirable	Source A – application I – interview R – references O- observation
Communicate effectively, in writing and orally, with a range of audiences including staff, pupils and parents.	✓		AIR
Work to develop an effective and supportive relationship with all staff at St. Vincent's.	✓		AIR

## Personal Qualities

	Essential	Desirable	Source A – application I – interview R – references O – observation
Identification of and commitment to own learning needs and the needs of others	✓		AIRO
To be able to manage conflict in an atmosphere of forgiveness and reconciliation	✓		AIRO
Sense of humour		✓	AIRO
Empathy with children and staff	✓		AIRO
Openness and the ability to accept and act on professional feedback	✓		AIRO
Willingness to provide extra curricular opportunities for children		✓	AIR

## Other Requirements

	Essential
Application forms should be completed in full	✓
Letters / supporting statements should be clear and concise	✓
Should address the criteria identified in the person specification	✓

## Confidential References and Reports

	Essential	Desirable
Written references only will be considered	✓	
References will confirm professional and personal knowledge, skills and abilities as referred to above	✓	
A faith reference from Parish Priest		✓
Positive recommendation from current employer if applicable	✓	