



PERSON SPECIFICATION – TEACHER T1-9

| Criteria | Essential | Desirable | To be measured by |
|------------------------------------|--|---|--|
| Faith Commitment | <ul style="list-style-type: none"> Be sympathetic and supportive to the aims and ethos of St Columba's RC Primary School | <ul style="list-style-type: none"> Practising Catholic | <ul style="list-style-type: none"> Application form |
| Experience | <ul style="list-style-type: none"> Experience of teaching in a primary setting and in particular EYFS. Experience of leading initiative within the EYFS | | <ul style="list-style-type: none"> Application form and interview |
| Qualifications and Training | <ul style="list-style-type: none"> Qualified Teacher status Evidence of recent successful teaching | | <ul style="list-style-type: none"> Application form |
| Knowledge and Skills | <ul style="list-style-type: none"> Excellent classroom practitioner with high expectations Knowledge of Early Years curriculum Ability to demonstrate excellent use of ICT to support teaching and learning Commitment to inclusive practice Ability to demonstrate highly effective teaching to ensure good progress for all children Ability to adapt teaching to respond to the strengths and needs of the children Knowledge and experience of a range of teaching and learning styles and strategies Ability to demonstrate high standards in learning and teaching Awareness of health and safety/safeguarding issues and their implementation in the workplace | | <ul style="list-style-type: none"> Application form and interview |

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| <p>Planning and Assessment</p> | <ul style="list-style-type: none"> • Knowledge and experience of classroom planning procedures • Make accurate and productive use of assessment • Commitment to effective feedback and target setting for individual children and groups • Ability to analyse data relating to the children you are directly responsible for • A working knowledge of strategies and techniques for raising pupils' attainment | <ul style="list-style-type: none"> • Knowledge and experience of school development planning | <ul style="list-style-type: none"> • Application form and interview |
| <p>Working with People</p> | <ul style="list-style-type: none"> • Ability to be a team leader. • Ability to communicate effectively with colleagues, pupils and parents, • Ability to work effectively as part of a team • To have the ability to lead, influence and motivate others | <ul style="list-style-type: none"> • Ability to establish positive relationships with the wider community | <ul style="list-style-type: none"> • Application form and interview |
| <p>Additional Factors</p> | <ul style="list-style-type: none"> • Ability to develop and promote the ethos in a Roman Catholic School • Ability to create an emotionally supportive classroom • A commitment to playing an active part in After School Activities and a willingness to take an active part in PTA events/meetings • Manage behaviour effectively • Ability to lead a given subject • Be willing to coach others and respond to their needs | <ul style="list-style-type: none"> • Ability to review and develop an aspect of the curriculum and contribute to its continuity if applicable | <ul style="list-style-type: none"> • Application form and interview |