

## Person Specification: Specialist Intervention & Cover Teacher

The Person Specification is an important part of the application process and will be used to shortlist candidates. You will need to demonstrate in your supporting statement/application form how you meet the following criteria.

	<b>Essential</b>	<b>Desirable</b>
<b>A commitment to Catholic education and teaching</b>	<p>The Post Holder will have the ability to communicate and co-operate by:</p> <ul style="list-style-type: none"> <li>• wishing to work within a Catholic School and be willing to teach R.E. attend collective worship &amp; to meet the expectations of the school's governing body</li> <li>• adopting a fully inclusive teaching practice</li> <li>• establishing and maintaining excellent professional relationships with pupils, parents, governors and colleagues</li> <li>• setting high expectations for all pupils and be committed to raising educational achievement in-line with the School's Mission &amp; Vision</li> <li>• adopting a flexible approach</li> </ul>	<p>In addition, the Post Holder might:</p> <ul style="list-style-type: none"> <li>• Be a Practising Catholic</li> </ul>
<b>Qualifications &amp; training</b>	<p>The Post Holder will have:</p> <ul style="list-style-type: none"> <li>• Qualified Teacher Status Primary Phase</li> <li>• Qualified to degree level</li> <li>• experience of teaching across the Primary Phase</li> <li>• evidence of continuous participation in in-service development and a commitment to further professional development</li> </ul>	<p>In addition, the Post Holder might:</p> <ul style="list-style-type: none"> <li>• have attended RE diocesan training or similar</li> <li>• have a Catholic Teacher Certificate</li> <li>•</li> </ul>
<b>Knowledge and understanding</b>	<p>The Post Holder will have an excellent knowledge and understanding of:</p> <ul style="list-style-type: none"> <li>• the distinctive nature of a Catholic school</li> <li>• creating &amp; securing commitment to a clear vision for an effective Catholic school.</li> <li>• the statutory requirements of legislation concerning Safeguarding, including Child Protection, Equal Opportunities, Health &amp; Safety and inclusion</li> <li>• the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation classroom environment and learning strategies)</li> <li>• the ability &amp; skill-set to identify learning needs &amp; target these effectively to ensure rapid progress [individual/group/class]</li> <li>• statutory National Curriculum requirements at the appropriate key stage and evidence of an excellent general</li> </ul>	<p>In addition, the Post Holder might also have knowledge and understanding of:</p> <ul style="list-style-type: none"> <li>• the preparation and administration of statutory National Curriculum tests incl EYFS, Y2 &amp; or Y6</li> <li>• Effectively co-ordinating a Core/Non-Core Primary National Curriculum subject</li> </ul>

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	<p>knowledge and understanding of current strategies; particularly in Reading, Writing, Phonics &amp; Mathematics</p> <ul style="list-style-type: none"> <li>• planning and implementing an effective teaching programme, including the monitoring, assessment, recording and reporting of pupils' progress</li> <li>• effective teaching and learning styles to ensure high quality whole-class &amp; group learning, particularly targeted interventions</li> <li>• how to further develop personal professional skills and knowledge</li> <li>• how to establish an effective rapport with children which is based on high expectations and establish a purposeful learning environment where all pupils feel secure and confident</li> <li>• how to use ICT effectively as an integral part of teaching and learning</li> </ul>	
<p><b>Skills</b></p>	<p>The Post Holder will be able to:</p> <ul style="list-style-type: none"> <li>• promote spirituality within the classroom, following the school mission and the teaching of RE</li> <li>• promote the school's catholic ethos &amp; aims positively, and use effective strategies to enhance motivation and morale</li> <li>• establish and develop excellent professional relationships and affinity with all pupils and their parents</li> <li>• create a positive, challenging, effective &amp; nurturing learning environment</li> <li>• develop effective professional relationships with pupils/staff/parents</li> <li>• act as a role model of outstanding teaching practice for other staff</li> <li>• enthuse &amp; engage pupils of all abilities</li> <li>• swiftly identify the learning needs of individual/groups of pupils &amp; effectively plan for next steps</li> <li>• work effectively independently &amp; as part of a team</li> <li>• inspire and motivate other members of staff leading by example</li> <li>• communicate openly, honestly &amp; directly</li> <li>• establish and develop highly effective relationships with parents, governors and the community</li> <li>• communicate effectively (both orally and through writing/reports) to a variety of audiences</li> <li>• ensure outstanding provision for pupils' spiritual, moral, social &amp; cultural education</li> </ul>	<p>In addition, the Post Holder might also have experience of:</p> <ul style="list-style-type: none"> <li>• developing links &amp; working collaboratively with other schools &amp; agencies to enhance teaching, learning &amp; school experiences for all pupils</li> </ul>

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<p><b>Experience</b></p>	<p>The Post Holder should have experience of:</p> <ul style="list-style-type: none"> <li>• teaching across the primary phase</li> <li>• excellent &amp; sustained, recent classroom practice</li> <li>• consistently good/outstanding teaching &amp; learning for a sustained period of time</li> <li>• high quality outcomes for pupils of all abilities</li> <li>• raising achievement in any key stage</li> <li>• a track record for accelerating pupil progress through quality teaching &amp; effective use of tracking &amp; assessment</li> <li>• working successfully and co-operating effectively as a member of a team</li> </ul>	<p>In addition, the Post Holder might have experience of:</p> <ul style="list-style-type: none"> <li>• teaching in a Catholic School</li> <li>• teaching across the whole Primary age range EYFS/KS1/KS2</li> <li>• quality, effective teaching in Y2/Y6</li> <li>• working effectively alongside or managing other members of staff to meet set expectations &amp; targets</li> </ul>
<p><b>Personal characteristics</b></p>	<p>The Post Holder should possess:</p> <ul style="list-style-type: none"> <li>• an awareness of the ethos of a Roman Catholic School and the contribution this makes to the mission of the Church</li> <li>• ability to demonstrate a personal commitment to the Catholic faith</li> <li>• a passion, love of teaching &amp; enthusiasm for working with children &amp; as part of a school team &amp; community</li> <li>• ability to inspire others &amp; reflect upon their own practice</li> <li>• a hard-working attitude &amp; ethos, to ensure that every child succeeds &amp; is nurtured &amp; encouraged</li> </ul> <p>The Post Holder should also be:</p> <ul style="list-style-type: none"> <li>• knowledgeable and highly competent</li> <li>• approachable and empathetic</li> <li>• of cheerful disposition &amp; have a sense of humour</li> <li>• creative and enthusiastic</li> <li>• resilient</li> <li>• organised and resourceful</li> <li>• intelligent and reflective</li> <li>• committed</li> <li>• a team-player</li> </ul>	<ul style="list-style-type: none"> <li>• Keeness to further develop leadership skills</li> </ul>
<p><b>Special requirements</b></p>	<p>The Post Holder should:</p> <ul style="list-style-type: none"> <li>• have or be willing to undergo an Enhanced Criminal Records Bureau disclosure check</li> <li>• be willing to undergo a pre-employment health check</li> </ul>	

**St Margaret Mary's is committed to safeguarding, equal opportunities and promoting the welfare of all children and young people and expects all staff to share this commitment.**