



St Richard's RC Primary School Job Description



Cover Teacher (MPS) PERSON SPECIFICATION

(Candidates who cannot demonstrate that they meet all the essential criteria will not be short-listed.
Please refer to the 'method of assessment' column below)

Criteria Area:	Essential Criteria	Desirable Criteria:	Method of Assessment:
Qualifications and training	Degree and Qualified Teacher Status		Application form and document/certificate check at interview
	Evidence of commitment to continuous professional development	Certificate of Catholic Religious Studies or commitment to complete	Application form
Experience	At least three years' class teaching experience in a primary school	Experience in more than one Key Stage	Application form and references
	Experience of working with a wide range of children's workforce professionals	Experience of working with speakers of English as an Additional Language	Application form
	Experience of working directly with parents/carers		Application form and Interview
Knowledge and understanding	To know and understand the role of parents/carers in improving attainment		Interview
	To know and understand how to keep pupils safe, including all relevant safeguarding and child protection procedures		Application form and Interview
Aptitudes and abilities	To know and understand the Statutory Frameworks for Primary education		Application form and Interview
	Ability to articulate and positively support the Catholic ethos of the school		Application form and Interview
	Ability to articulate a vision for outstanding practice in primary education		Application form and Interview
	Ability to create and maintain a safe, happy, stimulating and well-organised classroom and phase		Observation of teaching
	Ability to interpret and analyse progress and attainment data to identify learning needs and set targets		Interview
	Ability to undertake high quality observations of children's learning and development		Observation of teaching and Interview
	Ability to plan and deliver lessons to meet the needs of all learners across all areas of their development		Observation of teaching
	Ability to maintain high standards of behaviour and excellent discipline using positive strategies		Observation of teaching
	Ability to lead other adults as well as work collaboratively as part of a team		Application form, and observation of teaching
	Ability to train, support and challenge others when necessary		Application form and Interview
Personal Qualities and skills	Ability to communicate effectively both orally and in writing		Application form and Interview and observation of teaching
	Ability to demonstrate and utilise excellent IT skills		Interview
	Passionate about education and particularly determined to improve outcomes for all children		Interview
	Calm, friendly and approachable		Interview and observation of teaching
	Hardworking, upbeat and energetic		Interview and observation of teaching
	Flexible and responsive to change		References
	Self-motivated and able to work efficiently and effectively with minimum supervision		References
	Excellent organisational skills		References
	Willingness to give and receive positive criticism		References