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 continuous INSET and commitment to further 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 |
|  | To know and understand the Statutory Frameworks for Primary education  |  | Application form and Interview |
| Aptitudes and abilities | 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 |
|  | Ability to communicate effectively both orally and in writing  |  | Application form and Interview and observation of teaching |
|  | Ability to demonstrate and utilise excellent ICT skills  |  | Interview  |
| Personal Qualities and skills | 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 |