



Blessed George Napier Catholic School
PERSON SPECIFICATION
TEACHER MPS / UPS

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	Qualified Teacher Status [Secondary]	PGCE teaching qualification or equivalent as recognised by NCTL
	A Degree or equivalent level qualification	First Degree or Masters in a field directly related to subject specialism or further related professional study / qualifications
FAITH COMMITMENT	Caring and compassionate with a willingness to support the distinctive ethos of a Catholic School	Secure understanding of the distinctive nature of a Catholic School.
	An understanding of the role in the spiritual development of pupils.	A practising and committed Christian
		Understanding of the school's role in the parish and wider community or recent experience in a Catholic or voluntary aided school
TEACHING AND LEARNING	Successful teaching experience within the secondary phase	
	Secure knowledge of the relevant subject and curriculum area	
	Secure knowledge / experience of a range of successful teaching, learning and behaviour strategies to meet the needs of all pupils	Evidence of positive impact on student attainment
	UPS: Evidence of a substantial and / or sustained contribution to teaching and learning	
	Experience of effective monitoring and evaluation of teaching and learning	
	A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning	Understanding of the characteristics of an effective learning environment and the key elements of successful behaviour management
PROFESSIONAL DEVELOPMENT	Evidence of continuing professional development	Experience of working with other schools / organisations
	UPS: Evidence of CPD and sharing good practice (e.g. coaching or mentoring, leading development or whole school initiatives)	
	Willingness to participate in continuing professional development opportunities	Ability to independently identify and research own learning needs



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SKILLS, QUALITIES AND ABILITIES	Ability to consistently deliver lessons to a high standard	
	Competent with MS Office or similar software packages, as well as internet searches and emails	
	Commitment to the aims and purposes and mission of a Catholic School	The ability to build strong, positive relationships with students and their parents
	Ability to build and maintain good relationships	
	Ability to plan, prioritise and manage time effectively	
	Strong commitment to school improvement and raising achievement for all students	
	High expectations of pupils' learning and attainment	
	Good communication skills and the ability to negotiate effectively	
	Good interpersonal skills	
	Confidence	
COMMITMENT TO CHILD PROTECTION & SAFEGUARDING	Understanding of and commitment to the school's policy on Safeguarding Children	
	Knowledge of up-to-date child protection practice and legislation	
	Willingness to uphold and promote fundamental British values	
REFERENCES	Positive recommendation in at least two professional references	
ESSENTIAL EMPLOYMENT CHECKS (if offer of appointment is made)	Proof of qualifications: QTS, and Induction, Degree, A Levels, [original certificates]	Safeguarding, First Aid and appropriate certificates from any relevant CPD undertaken
	Enhanced DBS clearance (and overseas police check if appropriate)	



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ESSENTIAL EMPLOYMENT CHECKS CONT'D	Requirement to complete online Health Screening Assessment	
	Documentary evidence of entitlement to live and work in the United Kingdom	
	Teaching Registration and Barred List Checks	

LAST AMENDED: 02.04.19