



Person specification

Year 5 Class Teacher

We assess evidence against the criteria below. ECTs may use examples from training and assessed practice. Applicants are not required to have held a permanent teaching post.

A = application • I = interview • T = teaching activity/task • R = reference. Checks verify qualifications and suitability; they are not a scored preference.

Essential criteria

Ref	Evidence required	Assessment
E1	Qualified Teacher Status by the agreed start date; relevant qualification evidence.	A / checks
E2	Effective KS2 teaching, including assessed teaching practice for ECTs; secure subject and curriculum knowledge appropriate to Year 5.	A / I / T / R
E3	Ability to explain and model clearly, sequence learning and use assessment to identify misconceptions and plan next steps.	A / I / T
E4	High expectations with practical approaches to adaptive teaching, SEND and disadvantage; ability to evaluate impact.	A / I / T / R
E5	Ability to establish calm routines, teach behaviour and build respectful relationships with children and families.	A / I / T / R
E6	Understanding of safeguarding, professional boundaries and reporting concerns, with a clear commitment to children's welfare.	A / I / R / checks
E7	Commitment to the Catholic mission and willingness to contribute to RE, prayer and the wider Catholic life of the school.	A / I
E8	Clear communication, including spoken English sufficient for the role; constructive teamwork and effective use of support staff.	A / I / T / R
E9	Reflective practice, responsiveness to feedback and commitment to professional learning.	A / I / R
E10	Sound professional judgement, confidentiality, reliability in fulfilling responsibilities and respect for equality and dignity.	A / I / R

Desirable criteria

Ref	Additional evidence	Assessment
D1	Experience of Upper KS2 and preparing pupils for transition.	A / I
D2	A contribution to curriculum development or collaborative improvement, appropriate to career stage.	A / I
D3	Experience of Catholic education or relevant formation, such as CCRS.	A / I

Desirable criteria do not replace essential criteria. Commitment to the school's Catholic mission is essential; this class teacher post does not impose a practising-Catholic requirement. Reasonable adjustments are available throughout selection.