

SUBJECT TEACHER

PERSON SPECIFICATION

It is **essential** for the applicant to meet each of the minimum criteria in terms of qualifications and experience in order to be able to enter the selection process.

The essential criteria are listed below:

- 1) Qualified teacher status (A/R)
- 2) A recognised honours degree or its equivalent in an appropriate and relevant subject (A)
- 3) Evidence of relevant and successful teaching experience in a secondary school (R/L/I)
- 4) An excellent understanding of the subject, the relevant National Curriculum Programmes/GCSE and post 16 examination syllabuses including related assessment (R/L/I)
- 5) The ability to construct schemes of work and lessons to meet the needs and interests of learners (R/I)
- 6) Knowledge of the principles and practices of monitoring/assessment/evaluation, taking account of how well learners make progress (I)
- 7) The ability to demonstrate highly competent behaviour management skills (R/I)
- 8) The ability to encourage and motivate pupils by engaging them in interesting learning activities, making the purposes and your expectations clear and the learning vivid and memorable (I)
- 9) Successful experience in raising achievement (R/L/I)*
- 10) A clear understanding of the Teaching Standards and inspection requirements* and how they apply (R/L/I)
- 11) The capacity to understand and communicate effectively with students, parents and colleagues (L/I)
- 12) Excellent planning and organisational skills (R/I)
- 13) A high level of commitment with the ability to make a significant contribution to the wider needs of the school (L/I)
- 14) Knowledge of safeguarding and how this informs professional and personal life (I)
- 15) A strong commitment to equality of opportunity for all students (A/R/I)
- 16) Ability to set and maintain high professional standards (R/I)

*Not applicable to NQT applicants

In addition, the successful applicant may demonstrate through the selection process that they are able to:

- 1) Lead by example by promoting and modelling the same positive values, attitudes and behaviour that they expect students to demonstrate (R/I)
- 2) Treat all students fairly and consistently, respecting them as individuals, irrespective of their backgrounds and abilities (R/L/I)
- 3) Command the trust and confidence of students (R/I)
- 4) Understand the diverse needs of students in a multi-cultural school and have a genuine interest in how they learn with a sympathetic understanding of their individual needs (I)
- 5) Establish excellent and professional relationships with students, colleagues, parents and governors (R/I)
- 6) Demonstrate a high level of emotional intelligence, empathy and self-confidence (R/I)
- 7) Build and contribute to teamwork among students and colleagues, sharing in and promoting common goals, encouraging others to perform to the best of their abilities (R/I)
- 8) Work effectively to meet deadlines (R/I)
- 9) Think analytically in order to plan effective lessons and schemes of work and to manage time and resources efficiently (R/I)
- 10) Demonstrate confidence in their own abilities, being resilient when under pressure and flexible in adopting alternative approaches to solve problems and overcome difficulties (R/I)
- 11) Show initiative (R/I)
- 12) Successfully meet changing demands and requirements (R/I)

Additionally applicants should be able to evidence the following:

- 1) Taking responsibility for developing their professional practice, by using available information to evaluate and improve your teaching and by learning from others (R/L/I)
- 2) Using ICT for teaching and related administrative and management purposes (A/R/I)

Finally, short-listed candidates will be able to demonstrate an excellent Health and Attendance Record (R)

Key:- A – Application Form, R – Reference, L – Letter of Application, I - Interview