

PERSON SPECIFICATION: MAINSCALE TEACHER

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> Qualified Teacher 	<ul style="list-style-type: none"> Evidence of continuous INSET and commitment to further professional development
PROFESSIONAL DEVELOPMENT	<ul style="list-style-type: none"> Recent relevant service training in current education practice Thorough knowledge of the secondary curriculum Thorough knowledge of current assessment practices in education Willingness to undertake further training and development 	<ul style="list-style-type: none"> Post graduate study Relevant in service training in education practices
EXPERIENCE	<ul style="list-style-type: none"> Successful teaching experience in the secondary phases Experience and good working knowledge of the National Curriculum 	<ul style="list-style-type: none"> Experience of working in a school with a high percentage of EAL pupils Experience across the secondary phases Working in partnership with parents
KNOWLEDGE AND UNDERSTANDING	<p>The classteacher should have knowledge and understanding of:</p> <ul style="list-style-type: none"> The theory of practice of providing effectively for the individual needs of all children (eg classroom organisation and learning strategies) Statutory National Curriculum requirements at the appropriate key stage The monitoring, assessment, recording and reporting of pupils' progress The statutory requirements of legislation concerning Equal Opportunities, Health and Safety, SEN and Child Protection 	<p>in addition, the classteacher might also have knowledge and understanding of:</p> <ul style="list-style-type: none"> The preparation and administration of statutory National curriculum tests The links between schools, especially partner schools

	<ul style="list-style-type: none"> • The positive links necessary within school and with all its stakeholders • Effective teaching and learning styles 	
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Excellent classroom practitioner skills • Ability to lead by example • Ability to effectively managing challenging behaviour • Ability to organise and manage time and resources effectively • Ability to work effectively in teams • Ability to communicate effectively all levels • Knowledge of and ability to use a range of formative assessment practices • Confidence with ICT • Promote the school's aims positively, and use effective strategies to monitor motivation and morale • Establish and develop close relationships with parents, governors and the community • Create a happy, challenging and effective learning environment 	<ul style="list-style-type: none"> • Good powers of reasoning and judgement in a variety of situations and at times of pressure • Develop strategies for creating community links
PERSONAL CHARACTERISTICS	<ul style="list-style-type: none"> • Approachable • Committed • Empathetic • Enthusiastic • Organised • Patient • Resourceful 	
OTHER	<ul style="list-style-type: none"> • Excellent interpersonal skills • Flexibility and adaptability • High level of enthusiasm and energy • Awareness, understanding and commitment to Equal Opportunities 	<ul style="list-style-type: none"> • Good sense of humour

All the above elements will be assessed and evaluated through the application form and the selection process