



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 • Experience delivering to KS5 is listed as essential 	<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 • Experience delivering Photography is listed as desirable. • Experience delivering to KS5 is desirable.
KNOWLEDGE AND UNDERSTANDING	<p>The class teacher 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 (e.g. 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 	<p>in addition, the class teacher 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

	<p>Opportunities, Health and Safety, SEN and Child Protection</p> <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