**PERSON SPECIFICATION**

**FOR A TEACHER AT BLESSED EDWARD OLDCORNE**

**CATHOLIC COLLLEGE**

We are seeking to appoint a teacher who is able to demonstrate the following qualities and experience. Please note that if you are shortlisted any relevant issues arising from your references will be taken up at interview.

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| **Criteria** | **Essential** | **Desirable** | **Method of assessment** |
| Experience | Suitability to work with young childrenAble to form and maintain appropriate relationships and personal boundaries with children and young peoplePositive attitude to use of authority and maintaining disciplineExperience of teaching in a secondary school | Experience of teaching across the full age and ability range of a secondary schoolExperience of using a range of strategies to support the teaching and learning of SEND and gifted and talented studentsExperience as a form tutorProven record as a teacher whose students reach high standards of learning and achievement. | Application form, references and interview. In addition, candidates’ ability to perform the duties of the post will explored at interview will also explore issues relating to safeguarding and promoting the welfare of children including:Motivation to work with children and young peopleAbility to form and maintain appropriate relationships and personal boundaries with children and young peopleEmotional resilience in working with challenging behaviours; and attitudes to use of authority and maintaining discipline |
| Skills and Abilities | Commitment to improving student learning and raising achievementEnthusiasm to inspire in students a desire to learn and participateKnowledge and understanding of recent legislation, developments and initiatives in secondary educationKnowledge of the curriculum at KS3 & KS4An understanding of the use and potential of ICT to develop learningAn excellent classroom practitionerAn effective communicator and motivator of studentsAbility to enable and empower others.A team player with the ability to establish good working relationships with staff, students and parents/carersThe ability to communicate clearly and concisely both verbally and in writing at all levelsThe ability to support students and respond to parents/carers through fluent and accurately spoken English | Knowledge of the curriculum at KS3 & KS4 An understanding of the range of learning needsAn understanding of the use of comparative data and target setting data | Application form, references and interview |
| Personal Qualities | A capacity for hard work A fair, flexible, open and decisive approach to leadership in the classroomEnthusiasm for, and readiness to accept, changeA commitment to justice, quality of opportunity and to comprehensive educationGood ICT skillsAbility to work on own initiative Ability to take responsibility for planning own workload and commitmentsAbility to work unde4r pressure and keep to deadlinesAbility to be sensitive to the needs of othersAbility to be supportive Professionalism A sense of humour, energy, stamina and resilienceGood record of attendance and punctualityWillingness to reflect upon his/her experiences in a critical and constructive manner |  | Application form, references and interview |
| Education and qualifications | Honours DegreeDfE recognised Qualified Teacher StatusEvidence of continuing professional developmentEvidence of keeping up to date with educational thinking and knowledge |  | Application form and references |

Blessed Edward Oldcorne Catholic College is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment