**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 children  Able to form and maintain appropriate relationships and personal boundaries with children and young people  Positive attitude to use of authority and maintaining discipline  Experience of teaching in a secondary school | Experience of teaching across the full age and ability range of a secondary school  Experience of using a range of strategies to support the teaching and learning of SEND and gifted and talented students  Experience as a form tutor  Proven 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 people  Ability to form and maintain appropriate relationships and personal boundaries with children and young people  Emotional 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 achievement  Enthusiasm to inspire in students a desire to learn and participate  Knowledge and understanding of recent legislation, developments and initiatives in secondary education  Knowledge of the curriculum at KS3 & KS4  An understanding of the use and potential of ICT to develop learning  An excellent classroom practitioner  An effective communicator and motivator of students  Ability to enable and empower others.  A team player with the ability to establish good working relationships with staff, students and parents/carers  The ability to communicate clearly and concisely both verbally and in writing at all levels  The 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 needs  An 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 classroom  Enthusiasm for, and readiness to accept, change  A commitment to justice, quality of opportunity and to comprehensive education  Good ICT skills  Ability to work on own initiative  Ability to take responsibility for planning own workload and commitments  Ability to work unde4r pressure and keep to deadlines  Ability to be sensitive to the needs of others  Ability to be supportive  Professionalism  A sense of humour, energy, stamina and resilience  Good record of attendance and punctuality  Willingness to reflect upon his/her experiences in a critical and constructive manner |  | Application form, references and interview |
| Education and qualifications | Honours Degree  DfE recognised Qualified Teacher Status  Evidence of continuing professional development  Evidence 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