



## Person Specification

### Teacher at Blessed Edward Oldcorne Catholic College

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.

Criteria	Essential	Desirable	Method of assessment
Experience	<p>Suitability to work with young children</p> <p>Able to form and maintain appropriate relationships and personal boundaries with children and young people</p> <p>Positive attitude to use of authority and maintaining discipline</p> <p>Experience of teaching in a secondary school</p>	<p>Experience of teaching across the full age and ability range of a secondary school</p> <p>Experience of using a range of strategies to support the teaching and learning of SEND and gifted and talented students</p> <p>Experience as a form tutor</p> <p>Proven record as a teacher whose students reach high standards of learning and achievement.</p>	<p>Application form, references and interview. In addition, candidates' ability to perform the duties of the post will be explored at interview will also explore issues relating to safeguarding and promoting the welfare of children including:</p> <p>Motivation to work with children and young people</p> <p>Ability to form and maintain appropriate relationships and personal boundaries with children and young people</p> <p>Emotional resilience in working with challenging behaviours; and attitudes to use of authority and maintaining discipline</p>
Skills and Abilities	<p>Commitment to improving student learning and raising achievement</p> <p>Enthusiasm to inspire in students a desire to learn and participate</p> <p>Knowledge and understanding of recent legislation, developments and initiatives in secondary education</p> <p>Knowledge of the curriculum at KS3 &amp; KS4</p> <p>An understanding of the use and potential of ICT to develop learning</p> <p>An excellent classroom practitioner</p> <p>An effective communicator and motivator of students</p> <p>Ability to enable and empower others.</p>	<p>Knowledge of the curriculum at KS3 &amp; KS4</p> <p>An understanding of the range of learning needs</p> <p>An understanding of the use of comparative data and target setting data</p>	<p>Application form, references and interview</p>

	<p>A team player with the ability to establish good working relationships with staff, students and parents/carers</p> <p>The ability to communicate clearly and concisely both verbally and in writing at all levels</p> <p>The ability to support students and respond to parents/carers through fluent and accurately spoken English</p>		
Personal Qualities	<p>A capacity for hard work</p> <p>A fair, flexible, open and decisive approach to leadership in the classroom</p> <p>Enthusiasm for, and readiness to accept, change</p> <p>A commitment to justice, quality of opportunity and to comprehensive education</p> <p>Good ICT skills</p> <p>Ability to work on own initiative</p> <p>Ability to take responsibility for planning own workload and commitments</p> <p>Ability to work under pressure and keep to deadlines</p> <p>Ability to be sensitive to the needs of others</p> <p>Ability to be supportive</p> <p>Professionalism</p> <p>A sense of humour, energy, stamina and resilience</p> <p>Good record of attendance and punctuality</p> <p>Willingness to reflect upon his/her experiences in a critical and constructive manner</p>		Application form, references and interview
Education and qualifications	<p>Honours Degree</p> <p>DfE recognised Qualified Teacher Status</p> <p>Evidence of continuing professional development</p> <p>Evidence of keeping up to date with educational thinking and knowledge</p>		Application form and references

Blessed Edward Oldcorne Catholic College is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. This position is therefore subject to past employment references, social media/online checks and an Enhanced Disclosure and Barring Service check.