**SELLY PARK TECHNOLOGY COLLEGE FOR GIRLS’**

**PERSON SPECIFICATION**

# TITLE OF POST: TEACHER OF SCIENCE

# (MPS)

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| **Attributes** | **Essential** | **Desirable** | **How Identified** |
| Qualifications | * QTS status
* Qualification to the equivalent of degree level in a relevant subject.
 | * Further relevant qualification in Science
 | * Evidence of paper qualifications
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| Work Relatedexperience andassociated skills | * Knowledge and understanding of Science at KS3 and KS4, and of strategies that improve understanding.
* Good classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate students.
* Ability to encourage and maintain a good standard of discipline in the classroom through well focused teaching, positive relationships and good classroom management.
* Ability to use appropriately a range of teaching and learning strategies for whole classes, individuals and groups which stimulate, challenge, engage and motivate students.
* Ability to set clear and appropriate targets, feed back to students and make use of assessment information to promote each student’s attainment and progress, and to plan future lessons.
* Ability to reflect on own practice.
* Ability to differentiate tasks appropriately
 | * Ability to use research evidence to inform and improve teaching.
 | * Application form will have paragraph on how experience fits person specification
* Evidence, from teaching a 55 minute lesson to a KS3/KS4 class, of relationships, class management, teaching and learning strategies, ability to engage students
* Interview questions on teaching and learning strategies, interventions, assessment of student work and its use and communication, and classroom management
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| Specialistknowledge andunderstanding | * Secure knowledge and understanding of the knowledge, concepts and skills in teaching Science.
 | * Able to make good use of ICT as a learning resource.
* Knowledge of how to give positive and targeted support to students with special educational needs
 | * Application form will have paragraph on how experience fits person specification
* Interview questions will test specialist knowledge
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| Personal skillsand attributes | * Determination to encourage the highest quality of learning experience for all students.
* A commitment to equal opportunities.
* Ability to establish good and productive working relationships, and work well in a team
* Ability to communicate effectively to staff, students, parents, orally and in writing
* Ability to meet deadlines.
* Able to empathise with young people and yet be firm, fair and consistent when dealing with them
* Excellent attendance and punctuality
* Ability to work in and to lead a team
* Enthusiasm, personal dynamism, and stamina
* Sense of humour and perspective
* Ambition
* Personal presence
 | * Ability and willingness to offer extra-curricular activities.
 | * Evidence from the taught lesson of enthusiasm, empathy with young people, communication
* Interview questions will cover (and ask for examples of) classroom management philosophy and practice, working in a team, how candidate evaluates equal opportunities in his/her lessons
* Ability to communicate effectively in the application form and at interview will be used as evidence on communication
* Evidence from references will reflect school’s request for comments on personal skills and attributes (referees will be sent the job description and person specification)
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***This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent spoken English is an essential***

***requirement for this role. Selly Park Girls’ School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check is required for all successful applicants. We are a socially inclusive and equal opportunities school and committed to actively promoting equal opportunities for all our students and staff. As part of our recruitment process we collect and process personal data relating to job applicants. We are committed to being transparent about how we collect and use that data, meeting data protection regulations and in line with GDPR compliance.***