



**Rednock School**  
Quality, Partnership, Success

Teacher of Science  
PERSON SPECIFICATION

Criteria	Essential	Desirable	Evidence
Qualifications	<ul style="list-style-type: none"><li>● Good honours degree in a relevant science based subject</li><li>● Qualified teacher status</li><li>● Ability to teach all 3 sciences to GCSE level</li></ul>	<ul style="list-style-type: none"><li>● Evidence of further professional development relevant to the post.</li><li>● Ability to teach A Level Chemistry</li></ul>	<ul style="list-style-type: none"><li>● Application form</li></ul>
Experience	<ul style="list-style-type: none"><li>● Experience of teaching a Science subject at KS3 and 4 (teaching practice as part of a teaching qualification would be appropriate)</li></ul>	<ul style="list-style-type: none"><li>● Experience of teaching GCSE Chemistry</li><li>● Experience of teaching A-Level Chemistry</li></ul>	<ul style="list-style-type: none"><li>● Application form</li><li>● Letter of application</li><li>● Selection process</li><li>● References</li></ul>
Professional Attributes	<b>Relationships with students</b> <ul style="list-style-type: none"><li>● Have high expectations of students and a commitment to support them in achieving their potential</li><li>● Have and expect high standards of behaviour</li><li>● Conform fully with the expected commitments of teachers within the Department</li></ul>	<ul style="list-style-type: none"><li>● Experience as a tutor</li></ul>	<ul style="list-style-type: none"><li>● Letter of application</li><li>● Selection process</li><li>● References</li></ul>
	<b>Frameworks</b> <ul style="list-style-type: none"><li>● Have an up to date knowledge and understanding of the professional duties of teachers</li></ul>		
	<b>Communicating and working with others</b> <ul style="list-style-type: none"><li>● Be able to communicate effectively with students, parents and colleagues</li><li>● Be able to work in partnership with others to support the learning of students</li></ul>	<ul style="list-style-type: none"><li>● Experience of working effectively with support staff</li></ul>	
	<b>Personal Professional Development</b> <ul style="list-style-type: none"><li>● Be reflective and committed to improving practice to benefit students</li><li>● Be open to advice and feedback</li></ul>	<ul style="list-style-type: none"><li>● Evidence of continuing professional development</li></ul>	
Professional Knowledge	<b>Teaching and Learning</b> <ul style="list-style-type: none"><li>● Be able to use a range of teaching, learning and behaviour management strategies to personalise learning</li></ul>		<ul style="list-style-type: none"><li>● Letter of application</li><li>● Selection process</li></ul>
	<b>Assessment and Monitoring</b>		

and Understanding	<ul style="list-style-type: none"><li>Be committed to the use of assessment for learning strategies</li><li>Appreciate the importance of data in raising attainment</li><li>Mark regularly and accurately</li></ul>	<ul style="list-style-type: none"><li>Know the assessment requirements for the subjects to be taught</li><li>Be confident in the use of data to raise attainment</li></ul>	<ul style="list-style-type: none"><li>References</li></ul>
	<b>Subjects and Curriculum</b> <ul style="list-style-type: none"><li>Have good subject knowledge</li><li>Have an awareness of the subject content of courses to be delivered</li></ul>	<ul style="list-style-type: none"><li>Be committed to providing cross-curricular learning opportunities for students</li></ul>	
	<b>Learning Skills</b> <ul style="list-style-type: none"><li>Appreciate the importance of helping students to develop the skills necessary to become independent learners (literacy, numeracy, ICT etc)</li></ul>	<ul style="list-style-type: none"><li>Have experience of developing learning sequences that support the development of skills</li></ul>	
	<b>Achievement and diversity</b> <ul style="list-style-type: none"><li>Understand that student development is affected by a range of influences</li><li>Be committed to considering these when planning for student learning</li><li>Understand the need to work effectively with other colleagues who support students learning</li></ul>	<ul style="list-style-type: none"><li>Have experience of working with others in adapting learning for students with additional needs</li></ul>	
	<b>Health and Well-being</b> <ul style="list-style-type: none"><li>Be committed to fulfilling the role of tutor</li><li>Be aware of national policies and guidance on safeguarding children</li></ul>		
	Professional Skills	<b>Planning</b> <ul style="list-style-type: none"><li>Have planned and delivered effective learning sequences</li></ul>	
<b>Teaching</b> <ul style="list-style-type: none"><li>Have taught challenging, well-organised lessons and sequences of lessons</li><li>Know how to motivate and engage students in learning</li></ul>		<ul style="list-style-type: none"><li>Have demonstrated excellent teaching skills.</li></ul>	
<b>Assessment, monitoring and giving feedback</b> <ul style="list-style-type: none"><li>Have used formative assessment to provide feedback and set targets for students</li><li>Have provided effective verbal and written feedback to parents</li></ul>			
<b>Reviewing teaching and learning</b> <ul style="list-style-type: none"><li>Reflective practitioner who is committed to regular self-review</li></ul>		<ul style="list-style-type: none"><li>Have experience of self-evaluation procedures</li></ul>	
<b>Learning Environment</b>			

	<ul style="list-style-type: none"> <li>• Able to create a safe and purposeful environment for learning</li> <li>• Able to manage behaviour effectively in line with school systems and help students to learn self-control</li> </ul>	<ul style="list-style-type: none"> <li>• Have experience of a range of classroom management strategies.</li> </ul>	
	<b>Team working and collaboration</b> <ul style="list-style-type: none"> <li>• Be able to work effectively as part of a team</li> <li>• Have a commitment to collaboration and co-operative working</li> </ul>	<ul style="list-style-type: none"> <li>• Have experience of collaborative working</li> </ul>	

