

PERSONAL SPECIFICATION

Mainscale Teacher

Criteria		E	D	Assessed at
Qualifications	<ul style="list-style-type: none"> Qualified teacher status 	✓		Application
Experience	<ul style="list-style-type: none"> Experience of teaching at Key Stage 3 and Key Stage 4 	✓		Application/ Interview
	<ul style="list-style-type: none"> Teaching across the whole Secondary age range; 		✓	Application
	<ul style="list-style-type: none"> Working in partnership with families. 		✓	Application/ Interview
Professional knowledge, abilities and skills	<ul style="list-style-type: none"> Subject expertise 	✓		Application / Interview
	<ul style="list-style-type: none"> Establish and maintain high expectations for all students 	✓		Application/ Interview
	<ul style="list-style-type: none"> the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies); 	✓		Application
	<ul style="list-style-type: none"> the monitoring, assessment, recording and reporting of pupils' progress; 	✓		Application
	<ul style="list-style-type: none"> the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection; 	✓		Application / Interview
	<ul style="list-style-type: none"> the positive links necessary within school and with all its stakeholders; 	✓		Interview
	<ul style="list-style-type: none"> the links between schools, especially partner schools 		✓	Interview
	<ul style="list-style-type: none"> promote the school's aims positively, and use effective strategies to monitor motivation and morale 	✓		Application
	<ul style="list-style-type: none"> develop good personal relationships within a team 	✓		Interview/ Reference
	<ul style="list-style-type: none"> ability to plan sequences of lessons with clear objectives and student learning outcomes matched to departmental schemes of work; 	✓		Interview/ Application/ Reference
	<ul style="list-style-type: none"> ability to successfully deploy a range of pedagogical styles to suit the nature of the course content and the ability and attainments of the students 	✓		Interview
	<ul style="list-style-type: none"> ability to manage the learning environment and student behaviour in a manner which is conducive to productive learning for all students. 	✓		Application/ Interview /Reference
	<ul style="list-style-type: none"> ability to structure learning programmes which enable students to take increasing responsibility for their learning and demonstrate independent learning 		✓	Application
People management skills	<ul style="list-style-type: none"> Good listener 	✓		Reference
	<ul style="list-style-type: none"> Ability to motivate students 	✓		Interview
	<ul style="list-style-type: none"> Able to work professionally with other stakeholders and external agencies 	✓		Application/ Reference
	<ul style="list-style-type: none"> Personal and professional integrity 	✓		Reference

	• Ability to work accurately under pressure	✓		Application / Reference
	• Ability and willingness to adapt quickly to last minute changes or cover arrangements	✓		Application / Reference
	• Has attention to detail	✓		Application / Interview
	• Able to prioritise	✓		Application
	• Enjoys working with young people	✓		Interview
	• Excellent presentation skills	✓		Interview
	• Excellent attendance and punctuality	✓		Application / Reference
	• Ability to carry out the job description	✓		Application
	• Reflective practitioner with a commitment to research based practice with a continued interest in developments in teaching and learning	✓		Application/ Interview