



**KESH**

KING EDWARD VI  
SHELDON HEATH ACADEMY

## Person Specification – Subject Teacher

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>	<b>HOW ASSESSED</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Degree or relevant qualification and experience</li> <li>• Qualified Teacher Status</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of continued professional development</li> </ul>	A
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Successful teaching within Key Stage 3 – 4 providing a curriculum that ensures a high standard of achievement for all pupils.</li> <li>• Evidence of good or outstanding teaching which impacts children’s progress.</li> </ul>	<ul style="list-style-type: none"> <li>• Working with learners from a variety of social and cultural backgrounds</li> <li>• Supporting learners with SEN</li> <li>• Working with parents / carers and multi agencies</li> <li>• Experience of teaching at KS5</li> </ul>	A I R
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>• The requirements of the National Standards for Teachers.</li> <li>• Monitoring, assessment, recording and reporting learners’ progress</li> <li>• A secure understanding of assessment for learning strategies in order to impact positively on children’s progress</li> <li>• The importance of community working</li> <li>• The theory and practice of providing effectively for the individual needs of all learners</li> <li>• Safeguarding practices</li> <li>• Responsibilities under the SEN Code of Practice</li> </ul>	<ul style="list-style-type: none"> <li>• The importance of developing an effective learning environment to enhance learning.</li> </ul>	A I O
<b>Skills / Abilities</b>	<ul style="list-style-type: none"> <li>• Actively promote the school’s values, aims and objectives</li> <li>• Develop good professional relationships within and across teams.</li> <li>• Establish effective relationships with learners, parents / carers and the school community</li> </ul>	<ul style="list-style-type: none"> <li>• Make an additional contribution to extra-curricular activities</li> </ul>	R A I O

	<ul style="list-style-type: none"> <li>• Effectively manage challenging behaviour</li> <li>• Create an environment that promotes independence, creativity and challenge</li> <li>• Demonstrate good ICT skills</li> <li>• Support the development of a curriculum area</li> <li>• Demonstrate excellent literacy / numeracy skills</li> <li>• Lead and manage support staff to ensure effective learning</li> <li>• Reflect upon and adapt practice</li> </ul>		
<b>Personal Characteristics</b>	<ul style="list-style-type: none"> <li>• Professionalism</li> <li>• Effective communication skills</li> <li>• Approachability and sensitivity</li> <li>• Excellent organisational skills</li> <li>• Honesty, reliability and confidentiality</li> <li>• Flexibility, enthusiasm, resilience and drive</li> <li>• A commitment to further professional development and training</li> <li>• Ability to inspire, engage and motivate all learners to reach their full potential.</li> </ul>	<ul style="list-style-type: none"> <li>• Creative and dynamic approaches</li> </ul>	I R

A = Application Form

I = Interview

R = Reference

O = Observation