Chenderit School
A VISUAL ARTS COLLEGE
aim high

TEACHER: Person Specification

Our school is community is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An Enhanced Disclosure and Barring Services (DBS) check will be carried out for the successful candidate

ESSENTIAL	DESIRABLE	EVIDENCE
Qualifications and experience: • Degree in the relevant subject(s) • QTS (PGCE or equivalent) • Very good teacher • A continued commitment to own professional development • Secondary age range including GCSE and post 16 examination classes • NQT or experienced teacher • Successful practice in accordance with the teaching standards • Understanding of child safeguarding issues and successful measures that promote and ensure the safeguarding of children	• The ability to offer a second subject • Post graduate study in subject specialism	• Qualifications check/references
Professional and personal qualities and skills – the ability and commitment: • To maintain high standards of teaching, planning and classroom management • To establish a safe and stimulating environment for pupils, rooted in mutual respect • To provide pupils with quality learning experiences, including excellent written and verbal feedback to support learning • Setting goals that stretch and challenge pupils of all backgrounds, abilities and dispositions • Demonstrating consistently, the positive attitudes, values and behaviour which are expected of pupils • To work effectively in a team, to liaise regularly with staff and to be involved in the development of department policies, schemes of work and curricular initiatives	• A willingness to lead/participate in education visits and extra curricular opportunities • Ambitions to take on leadership roles in the future	

• To differentiate to meet the needs of all pupils and to promote equal opportunities for all • To contribute to the department's extra-curricular programme (e.g. running clubs, or booster classes, producing displays, organising competitions etc) • To take part in the wider life of the school		
In addition, you will have: • Energy and commitment to excellence in relevant subject(s) • Knowledge of current legislation, guidance and developments relating to the specifics of the post • Good, clear communication skills • The ability to be a strong form tutor • Commitment to the ideal of personal, academic and social development • Evidence of willingness/involvement in relevant professional development • The ability to identify your own training and development needs and participate in activities to address them		
Promote good progress and outcomes by pupils by: • Being accountable for pupils' attainment, progress and outcomes • Being aware of pupils' capabilities and prior knowledge and plan teaching to build on these • Guiding pupils to reflect on the progress they have made and their emerging needs • Demonstrating knowledge and understanding of how pupils learn and how this impacts on teaching • Encouraging pupils to take a responsible and conscientious attitude to their own work and study		• Application form • Letter of application • Interview process • References
Demonstrate good subject and curriculum knowledge by: • Having a secure knowledge of the relevant subject(s)/age range and curriculum areas, fostering and maintaining pupils' interest and addressing misunderstandings • Demonstrating a critical understanding of developments in the subject and curriculum areas and promoting the value of scholarship • Demonstrating an understanding of and taking responsibility for promoting high standards of literacy, articulacy and the correct use of Standard English, whatever the teacher's specialism • It teaching early reading, demonstrating a clear understanding of systematic synthetic phonics		• Application form • Letter of application • Interview process • References • Lesson observation

• If teaching early mathematics, demonstrating a clear understanding of appropriate teaching strategies		
Plan and teach well-structured lessons by: • Imparting knowledge and developing understanding through effective use of lesson time • Promoting a love of learning and children's intellectual curiosity • Setting homework and planning other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired • Reflecting systematically on the effectiveness of lessons and appropriates to teaching • Contributing to the design and provision of an engaging curriculum within the relevant subject area(s)		• Application form • Letter of application • Interview process • References • Lesson observation
Adapt teaching to respond to the strengths and needs of all pupils by: • Knowing when and how to differentiate appropriately, using approaches with enable pupils to be taught effectively • Having a secure understanding of how a range of factors can inhibit pupils' ability to learn and how best to overcome these • Demonstrating an awareness of the physical, social and intellectual development of children and knowing how to adapt teaching to support pupils' education at different stages of development • Having a clear understanding of the needs of all pupils, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and being able to use and evaluate distinctive teaching approaches to engage and support them		• Application form • Letter of application • Interview process • References • Lesson observation
Make accurate and productive use of assessment by: • Knowing and understanding how to assess the relevant subject and curriculum areas, including statutory assessment requirements • Making use of formative and summative assessment to secure pupils' progress • Using relevant data to monitor progress, set targets and plan subsequent lessons • Giving pupils regular feedback, both orally and through accurate marking and encouraging pupils to respond to feedback		• Application form • Letter of application • Interview process • References
Manage behaviour effectively to ensure a good and safe learning environment by: • Having clear rules and routines for behaviour in classrooms and taking responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's Behaviour Policy		• Application form • Letter of application • Interview process

• Having high expectations of behaviour and establishing a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly • Managing classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them • Maintaining good relationships with pupils, exercising appropriate authority and acting decisively when necessary		• References • Lesson observation
Fulfil wider professional responsibilities by: • Making a positive contribution to the wider life and ethos of the school • Developing effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support deploying support staff effectively • Taking responsibility for improving teaching through appropriate professional development, responding to advise and feedback from colleagues • Communicating effectively with parents with regard to pupils' achievements and well-being	• Contribute to the professional development of colleagues through coaching and mentoring, demonstrating effective practice and providing advice and feedback	• Application form • Letter of application • Interview process • References
Other information: • Commitment to equality of opportunity and child protection		• Letter of application • Interview process • References