

PERSONAL SPECIFICATION

Mainscale Teacher

Criteria		E	D	Assessed at
Qualifications	Qualified teacher status	✓		Application
Experience	Experience of teaching at Key Stage 3 and Key Stage 4	✓		Application/ Interview
	Teaching across the whole Secondary age range;	✓		Application
	Working in partnership with families.		✓	Application/ Interview
Professional knowledge, abilities and skills	Subject expertise	✓		Application / Interview
	Establish and maintain high expectations for all students	✓		Application/ Interview
	the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies);	✓		Application
	the monitoring, assessment, recording and reporting of pupils' progress;	✓		Application
	the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection;	✓		Application / Interview
	the positive links necessary within school and with all its stakeholders;	✓		Interview
	the links between schools, especially partner schools		✓	Interview
	promote the school's aims positively, and use effective strategies to monitor motivation and morale	✓		Application
	develop good personal relationships within a team	✓		Interview/ Reference
	ability to plan sequences of lessons with clear objectives and student learning outcomes matched to departmental schemes of work;	✓		Interview/ Application/ Reference
	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
	ability to manage the learning environment and student behaviour in a manner which is conducive to productive learning for all students.	✓		Application/ Interview /Reference
	ability to structure learning programmes which enable students to take increasing responsibility for their learning and demonstrate independent learning		✓	Application
People management skills	Good Listener	✓		Reference
	Ability to motivate students	✓		Interview
	Able to work professionally with other stakeholders and external agencies	✓		Application/ Reference
	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