

PERSONAL SPECIFICATION

Mainscale Teacher

Assessed at: Application (A), Interview (I), Reference (R)

Criteria		Essential	Desirable	Assessed at
Qualifications	• Qualified teacher status	✓		A
	• Level 2 Food Hygiene		✓	A / I
	• Certified DATA machinery training		✓	A / I
Experience	• Experience of teaching at Key Stage 3 and Key Stage 4	✓		A / R
	• Teaching across the whole Secondary age range;		✓	A / R
	• Working in partnership with parents.		✓	A / R
Professional knowledge, abilities and skills	• Subject expertise	✓		I / R
	• Establish and maintain high expectations for all students	✓		I / R
	• the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies);	✓		I / R
	• the monitoring, assessment, recording and reporting of pupils' progress;	✓		I / R
	• the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection;	✓		I / R
	• the positive links necessary within school and with all its stakeholders;	✓		I / R
	• the links between schools, especially partner schools		✓	I / R
	• promote the school's aims positively, and use effective strategies to monitor motivation and morale	✓		I / R
	• develop good personal relationships within a team	✓		I / R
	• ability to plan sequences of lessons with clear objectives and student learning outcomes matched to departmental schemes of work;	✓		I / R
	• 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	✓		I / R
	• ability to manage the learning environment and student behaviour in a manner which is conducive to productive learning for all students develop strategies for creating community links	✓		I / R

	<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 		✓	I / R
People management skills	<ul style="list-style-type: none"> • Good Listener 	✓		I / R
	<ul style="list-style-type: none"> • Ability to motivate students 	✓		I / R
	<ul style="list-style-type: none"> • Able to work professionally with other stakeholders and external agencies 	✓		I / R
	<ul style="list-style-type: none"> • Personal and professional integrity 	✓		I / R
	<ul style="list-style-type: none"> • Ability to work accurately under pressure 	✓		I / R
	<ul style="list-style-type: none"> • Ability and willingness to adapt quickly to last minute changes or cover arrangements 	✓		I / R
	<ul style="list-style-type: none"> • Has attention to detail 	✓		I / R
	<ul style="list-style-type: none"> • Able to prioritise 	✓		I / R
	<ul style="list-style-type: none"> • Enjoys working with young people 	✓		I / R
	<ul style="list-style-type: none"> • Excellent presentation skills 	✓		I / R
	<ul style="list-style-type: none"> • Excellent attendance and punctuality 	✓		I / R
	<ul style="list-style-type: none"> • Ability to carry out the job description 	✓		I / R
	<ul style="list-style-type: none"> • Reflective practitioner with a commitment to research-based practice with a continued interest in developments in teaching and learning 	✓		I / R