Northfield School & Sports College

Many Minds One Heart

Person Specification

Job Title:	**Teacher of ICT**
Responsible To:	**Curriculum Leader**
Grade:	**Main/Upper Pay Range**

1. Qualifications and Training	Essential/Desirable	Source of Evidence
• Qualification Teacher Status (QTS)	E	Application Form/ Written Reference
• Evidence of continued career development	E	
2. Experience	**Essential/Desirable**	**Source of Evidence**
• Experience of teaching in Key Stage 3 and 4, with evidence of having achieved successful pupil outcomes	E	Application Form/Written Reference/Selection Activity/Formal Interview
• Knowledge and understanding of how children learn	E	
• A sound grasp of the concept of inclusive practice	E	
• Knowledge of issues relating to equal opportunities; multi-cultural education; personal and social education; special educational needs and how to meet the needs of gifted children	E	
• A clear grasp of the Key Stage 3 and 4 curriculum	E	
• Knowledge of current educational issues	E	

3. Professional Knowledge	Essential/Desirable	Source of Evidence
A clear and good understanding of current educational issues, theory and practice, with particular regard to:		Application Form/Formal Interview/Selection Activity
• The National Curriculum	E	
• Subject Specialism	E	
• Equality and issues relating to pupils' access to teaching	E	
• Classroom organisation and class management	E	
4. Professional Skills	Essential/Desirable	Source of Evidence
The ability to create a safe and rich learning environment involving:		Application Form/Formal Interview/Selection Activity
• Clear ideas for, and demonstrated experience of, classroom organisation, planning and record keeping	E	
• A good understanding of child development and the ability to differentiate and select appropriate resources in accordance with pupils' ability	E	
• Creating a stimulating and enriching visual environment for the classroom	E	
• The ability to work closely with teaching and support staff in developing the school curriculum and the pastoral work of the school	E	
• The ability and willingness to work with parents and encourage their active participation in Education	E	
• Competence in a range of ICT applications	D	

5. Personal Attributes	Essential/Desirable	Source of Evidence
• Good written and oral communication skills	E	Written Reference/Application Form/Formal Interview/Selection Activity
• Flexibility and willingness to be involved in the school and see the school as a community	E	
• Good health and attendance record	E	
• A willingness to embrace change	E	
• Capacity to deal directly and thoroughly with problems and to see them through in a detailed and complete manner	E	
• A personal concern and warmth for the success and well-being of students and colleagues	E	
• Ability to uphold our core values of respect, honesty and resilience	E	
• Able to demonstrate a commitment to:		
• Equal opportunity for all school users	E	
• Encouraging children to develop self-esteem and tolerance of others	E	
• Furthering your own professional knowledge, skills and experience	E	
6. Safeguarding Children	**Essential/Desirable**	**Source of Evidence**
• Able to form and maintain appropriate relationships and personal boundaries with children	E	Selection Activity/Written Reference/Formal Interview
• Has appropriate motivation to work with children and young people	E	
• Has the ability to maintain appropriate relationships and personal boundaries with children and young people	E	
• Has emotional resilience in working with challenging behaviours; and appropriate attitudes to the use of authority and maintaining discipline	E	
• Demonstrates commitment to safeguarding and promoting the welfare of children and young people in accordance with the DfE statutory guidance Keeping children safe in education	E	