



*Dream, Believe, Persevere, Achieve*

# Cape Cornwall School

## Person Specification

### Teacher

	Essential	Desirable	How identified
<p><b>1. Qualifications</b></p> <p>You will have:</p>	<p>Qualified Teacher Status.</p>	<p>Good Honours degree in a relevant discipline.</p> <p>Evidence of continuing personal and professional development - potentially leading to Subject Leader qualifications.</p>	<p>Application Form</p>
<p><b>2. Background and Experience</b></p> <p>You will have:</p>	<p>Ability as a specialist to teach required subjects to the full ability range throughout Years 11-16.</p> <p>A commitment and ability to fulfil the role of a teacher and tutor.</p> <p>A good knowledge of how to apply the teaching and learning strategies which reflect national best practice in the required subjects.</p> <p>Knowledge and skills to be able to teach and develop student skills in literacy, numeracy, and ICT as well as their personal development.</p>	<p>Ability to contribute to the teaching of an additional subject.</p> <p>Experience of successfully teaching students from the full ability and age range across each examinable course.</p> <p>An understanding of phonics.</p> <p>An understanding of the primary curriculum in KS2.</p>	<p>Application Form</p> <p>Selection Process</p> <p>References</p>
<p><b>3. Professional Development</b></p> <p>Evidence of recent and relevant CPD in current educational developments and demonstrated by a knowledge and understanding of:</p>	<p>The characteristics of high quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and assessment to support excellent progress for all students including students with special educational needs, students with English as an additional language, and high-achievers.</p> <p>Able to use regular positive contact with parents to celebrate students' successes, e.g. through Awards Evenings, exhibitions or school events and procedures.</p>	<p>The current use and future potential of ICT to aid teaching and learning of the subject and to assist with subject development.</p> <p>How to raise standards through effective planning and evaluation.</p> <p>Effective intervention strategies supported by parental participation and community based approaches.</p>	<p>Application Form</p> <p>Selection Process</p>

	Essential	Desirable	How identified
<b>4. Skills</b>	<p>Have the ability to create a rich and safe learning environment for all students by:</p> <ul style="list-style-type: none"> <li>- establishing high expectations and promoting purposeful learning.</li> <li>- implementing effective classroom management and organisation.</li> <li>- assessing the needs of individual students and accurately recording and reporting their progress.</li> <li>- effective planning based on the National Curriculum, Schemes of Work and information from the assessment of students' learning needs.</li> </ul> <p>Communicate effectively &amp; work as part of a team.</p> <p>Consistently meet deadlines.</p>	<p>Flexibility and adaptability to take on a variety of roles within a team to enable it to function efficiently and collaboratively.</p> <p>Good ICT skills with the ability to apply ICT skills to communication, management and organisation of work in addition to teaching, learning and assessment.</p> <p>Creativity and imagination to anticipate and solve problems and identify opportunities to improve own practice.</p> <p>Able to enthuse, inspire and motivate others.</p>	<p>Application Form</p> <p>Selection Process</p> <p>References</p>
<b>5. Personal Qualities</b>	<p>A creative and innovative individual with resilience, commitment, energy and enthusiasm.</p> <p>Strong interpersonal skills and team player. Reliable and with professional integrity.</p> <p>Sensitive, caring and committed to promoting and supporting the welfare of students and colleagues.</p> <p>Open-minded and flexible.</p> <p>Reflective about own strengths and responsive to feedback.</p>	<p>Ambitious with a clear professional career path and development strategy.</p> <p>Able to work well under pressure.</p> <p>Excellent organisational and communication skills.</p>	<p>Selection Process</p> <p>References</p>

	Essential	Desirable	How identified
<p><b>6. Attitude:</b> You believe in:</p>	<p>Commitment to school-wide focus on student progress and learning.</p> <p>Committed to embedding a culture of excellence.</p> <p>Equal Opportunities &amp; an inclusive education which celebrates differences between individuals.</p> <p>A positive view of Behaviour Management and a commitment to building relationships with students and colleagues built on mutual respect.</p> <p>Promoting a positive image of the school.</p> <p>Giving generously of time to individuals and groups beyond the compulsory school day.</p> <p>Developing students as leaders in the school</p> <p>A work/life balance.</p>	<p>Utilising media and creative technologies as a means of tackling disaffection and social exclusion amongst young people and enabling community regeneration and social development.</p>	<p>Selection Process</p> <p>References</p>
<p><b>7. Personal Presentation</b></p>	<p>High standard of dress and presentation - setting standards and providing a role model for students and other staff.</p>		<p>Selection Process</p>