BREDON HILL ACADEMY
Learning together for success

PERSON SPECIFICATION

Post Title: Main Scale Teacher
Pay Scale: MPS 1 → UPR 3

Criteria	Essential	Desirable
A. General		
1. Qualified Teacher Status	✓	
2. Relevant degree in subject.	✓	
3. Proven record of consistently effective teaching at Ofsted level 'good' or above.	✓	
B. Set high expectations which inspire, motivate and challenge students		
1. Be able to establish a safe and stimulating environment for students, rooted in mutual respect.	✓	
2. Be able to give appropriate challenge in their learning to students of all backgrounds, abilities and dispositions.	✓	
3. Be able to demonstrate consistently the positive attitudes, values and behaviour which are expected of students.	✓	
C. Promote good progress and outcomes by students		
1. Be aware of students' capabilities and their prior knowledge, and plan teaching to build on these.	✓	
2. Be able to guide students to reflect on the progress they have made and their emerging needs.	✓	
3. Demonstrate knowledge and understanding of how students learn and how this impacts on teaching.	✓	
D. Demonstrate good subject and curriculum knowledge		
1. Have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject and address misunderstandings.	✓	
2. Demonstrate an understanding of, and take responsibility for promoting, high standards of literacy, articulacy and the correct use of standard English, whatever the teacher's specialist subject.	✓	
E. Plan and teach well-structured lessons		
1. Know when and how to differentiate appropriately, using approaches which enable students to be taught effectively.	✓	
2. Have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these.	✓	

F. Make accurate and productive use of assessment		
1. Know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements.	✓	
2. Make use of formative and summative assessment to secure students' progress.	✓	
3. Use relevant data to monitor progress, set targets and plan subsequent lessons.	✓	
4. Give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback.	✓	

G. Manage behavior effectively to ensure a good and safe learning environment		
1. Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.	✓	
2. Manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them.	✓	
H. Fulfil wider professional responsibilities		
1. Make a positive contribution to the wider life and ethos of the school	✓	
2. Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support.	✓	
3. Deploy support staff effectively.	✓	
4. Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues.	✓	
5. Communicate effectively with parents with regard to students' achievements and well-being.	✓	
I. Personal and professional conduct		
1. Maintain high standards of ethics and behaviour, within and outside school	✓	
2. Maintain high standards in their own attendance and punctuality.	✓	
J. Leadership roles (TLR posts only)		
1. To be a confident leader of others, able and willing to hold team members to account for their responsibilities.	✓	
2. To be able to create, maintain and develop a positive team culture.	✓	
3. To be able to use data and other sources of information to monitor and evaluate team and individual performance.	✓	
4. To have a proven record of CPD to prepare for, or maintain, leadership responsibilities.		✓

Bredon Hill Academy is committed to safeguarding and promoting the welfare of young people and requires all staff and volunteers to share this commitment.