**PERSON SPECIFICATION**

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| 1. Qualification | * QTS status and subject qualification
* PGCE in Physical Education (essential)
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| 2. Knowledge and Understanding | * A clear and well-thought out understanding of current educational issues, theory and practice.
* Have a detailed knowledge of the relevant aspects of the students’ National Curriculum and other statutory documentation.
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| 3. Requirements. | * Have a secure knowledge and understanding of their specialist subject(s) equating to degree level, including the subject knowledge specified in the relevant ITT National Curricula.
* Understand progression in their specialised subject(s), including before their specialist age range.
* Cope securely with subject-related questions which students raise and know about students’ common misconceptions and mistakes in their specialist subject(s).
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| 4. Planning and setting expectations | * Identify clear teaching objectives, content, lesson structures and sequences appropriate to the subject matter and the students being taught.
* Set appropriate and demanding expectations for students’ learning and motivation. Set clear targets for students’ learning, building on prior attainment.
* Access all information regarding students who have additional educational needs, and know where to get help in order to give positive and targeted support.
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| 5. Teaching and managing student’s learning | * Ensure effective teaching of whole classes, groups and individuals so that all pupils make progress over time towards meeting their target grades.
* Use teaching methods which keep students engaged, including stimulating students’ intellectual curiosity, effective questioning and response, clear presentation and good use of resources.
* Set high expectations for students’ behaviour, establishing and maintaining a good standard of discipline through well-focused teaching and through positive and productive relationships.
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| 6. Assessment and evaluation | * Follow departmental and school protocols with regard to marking and assessment to ensure that you identify what pupils haven’t securely learned and use this to inform future planning.
* Mark and monitor students’ class and homework providing constructive oral and written feedback, setting targets for students’ progress. Implement ‘improvement time’
* Use AfL tasks as directed by key stage coordinator to assess progress, provide detailed feedback and inform future planning.
* Use assessment data to monitor progress, implement intervention strategies where necessary and inform planning.
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| 7. Student achievement | * Understand the significance of KS2 data and projecting this forward to ensure pupils make progress in line with age related expectation
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| 8. Relations with parents and the wider community | * Recognise that learning takes place outside the school context and provide opportunities to develop students’ understanding by relating their learning to real and work-related examples.
* Understand the need to liaise with agencies responsible for students’ welfare.
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| 9. Managing own performance and professional development | * Understand the need to take responsibility for their own professional development and to keep up to date with research and developments in pedagogy and in the subjects they teach.
* Understand their professional responsibilities in relation to school policies and practices.
* Set a good example to the students they teach in their presentation and their personal conduct.
* Evaluate their own teaching critically and use this to improve their effectiveness
* Attend appropriate CPD/Twilights
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| 10. Managing and developing staff and other adults | * Establish effective working relationships with professional colleagues including, where applicable, associate staff.
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| 11. Managing resources | * Select and make good use of Class Charts and other resources. (ultimately keep up to date with new technology)
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| 12. Other attributes considered desirable at Cardinal Heenan High School | * A record of excellent attendance and punctuality.
* Excellent written and oral communication skills, including appropriate ICT skills.
* The ability to work, and contribute, effectively within departmental and Year-based teams.
* Attend and contribute positively to Subject/Pastoral meetings.
* Present to Governors if require.
* The ability to work actively and effectively with parents, governors and other stakeholders.
* Flexibility and a willingness to be involved in the life of Cardinal Heenan Catholic High School.
* The ability to use own initiative and motivate others.
* A commitment to teaching and lifelong learning, and a willingness to continue to further own learning through continuing professional development.
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| 13. Teacher | * Commitment to implement the School’s Equal Opportunities Policies.
* A developing range of successful teaching strategies.
* A secure knowledge of the importance of data as a means both to measure and to extend progress.
* A high level of organisational and planning skills.
* The ability to create a stimulating visual environment for the classroom.
* The ability to create a dynamic learning environment which values and enables everyone equally.
* A commitment to the mission and aims of Cardinal Heenan Catholic School.
* An awareness of equal opportunities issues generally and specifically of how they relate to this area of work.
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