

## EMPLOYEE SPECIFICATION

**TEACHER OF SOCIOLOGY / PSHCE / RE**

**GRADE: ECT / MPS / UPS**

**SALENDINE NOOK HIGH SCHOOL**

ATTRIBUTES	CRITERIA	HOW IDENTIFIED
Relevant Experience	<ul style="list-style-type: none"> <li>• Successful teaching practice / experience of teaching across all abilities in the 11-16 age range (E)</li> <li>• Experience of a range of teaching methods and approaches (E)</li> <li>• The ability to play one or more musical instruments (E)</li> </ul>	Application Form Application Form Application Form
Education and training attainments	<ul style="list-style-type: none"> <li>• Qualified teacher status with appropriate qualifications in Sociology (E)</li> <li>• Recent relevant continuing professional development (or development as part of ITT) (E)</li> </ul>	Application Form Application Form
General and Special Knowledge	<ul style="list-style-type: none"> <li>• Knowledge of current curriculum, assessment and resource developments in Sociology (E)</li> <li>• Knowledge of intervention strategies based on effective data analysis (D)</li> <li>• Knowledge and understanding of strategies to improve teaching and learning (D)</li> <li>• An awareness of equal opportunity issues (D)</li> <li>• An awareness of Basic Safeguarding (E)</li> </ul>	Application Form & Interview Interview Interview Interview Interview
Skills and Abilities	<ul style="list-style-type: none"> <li>• Effective interpersonal and communication skills (E)</li> <li>• Effective administration skill (E)</li> <li>• Ability to understand GCSE Sociology assessment through all ability ranges (D)</li> <li>• The ability to motivate students and participate in initiatives (D)</li> <li>• Ability to identify your own staff developmental needs and address these (D)</li> <li>• The ability to relate, build relationships to motivate young people (E)</li> </ul>	Interview Application Form & Interview Task Interview Interview Interview
Additional personal attributes	<ul style="list-style-type: none"> <li>• Commitment to a positive, collaborative approach being involved with whole school and the wider life of the school (E)</li> <li>• A willingness to contribute to extra-curricular clubs and activities (E)</li> <li>• A strong relationship builder and a good sense of humour (E)</li> </ul>	Application Form & Interview  Application Form & Interview Interview

**Advice:**

- Please make sure that you demonstrate your ability to meet the requirements of the job by giving clear, concise examples of how you meet each criterion on your application form.
- We recognise and welcome our responsibility to remove any barriers in our Recruitment and Selection process for disabled people. We have tried to do this but if you have a disability and identify any barriers in the job description or employee specification, please tell us of these in your application. We are committed to making reasonable adjustments to the job wherever possible and it would help us to understand your needs in order to do this.

**Note:**

- E= Essential    D = Desirable