

THE CHERWELL SCHOOL

Opportunity, Responsibility, Excellence

Person Specification

Teacher of Psychology / Biology (maternity cover)

Criteria	Essential	Desirable	How Assessed
Experience	<ul style="list-style-type: none">• Qualified Teacher Status• An appropriate degree or experience, with an ability to teach up to KS5	<ul style="list-style-type: none">• Experience of teaching Key Stages 3, 4 and 5	<ul style="list-style-type: none">• Application Form• References
Knowledge and Understanding	<ul style="list-style-type: none">• Knowledge of effective teaching and assessment methods• Thorough knowledge of subject area• Good ICT skills• Good understanding of AFL	<ul style="list-style-type: none">• Rich understanding of the learning process• Ability to use and understand assessment data	<ul style="list-style-type: none">• Interview• Application Form• Sample Lesson
Teaching and Learning	<ul style="list-style-type: none">• Commitment to raising achievement across a key stage• Willingness to learn, develop and share skills• High expectations of all pupils• Ability to create an effective learning environment for all students	<ul style="list-style-type: none">• Evidence of successful lesson planning and delivery• Evidence of highly effective differentiation	<ul style="list-style-type: none">• Sample Lesson• Application Form
Skills and Attributes	<ul style="list-style-type: none">• Ability to establish good working relationships with colleagues• Ability to work in a team• Good time management• Good communication skills	<ul style="list-style-type: none">• Evidence of innovative practice	<ul style="list-style-type: none">• Interview• References
Personal Qualities	<ul style="list-style-type: none">• High expectations of students and colleagues• Enthusiastic and committed• A sense of humour• Open-mindedness• A growth mindset• A forward thinking approach• Willingness to be actively involved in an extensive extra-curricular programme	<ul style="list-style-type: none">• Potential for promotion• Charismatic – having a presence	<ul style="list-style-type: none">• Interview• Sample Lesson
Safeguarding and Wellbeing	<ul style="list-style-type: none">• A commitment to safeguarding duty and promoting children's wellbeing in accordance with school guidelines• A commitment to support the School Leadership team (SLT) to set a culture which supports the mental health and wellbeing of all	<ul style="list-style-type: none">• Desire to take on further/ advanced Safeguarding training and responsibilities• Evidence of CPD undertaken in this area	<ul style="list-style-type: none">• Application Form• References• Formal Interview

	<p>members of the community</p> <ul style="list-style-type: none"> • To uphold and promote the values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs within the school community 		
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January 2022