

**PERSONAL SPECIFICATION**

**Mainscale Teacher**

*Assessed at: Application (A), Interview (I), Reference (R)*

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| **Criteria** |  | **Essential** | **Desirable** | **Assessed at** |
| **Qualifications** | * Qualified teacher status
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| **Experience** | * Experience of teaching at Key Stage 3 and Key Stage 4
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| * Teaching across the whole Secondary age range;
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| * Working in partnership with parents.
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| **Professional knowledge, abilities and skills** | * Subject expertise
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| * Establish and maintain high expectations for all students
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| * the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies);
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| * the monitoring, assessment, recording and reporting of pupils’ progress;
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| * the statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection;
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| * the positive links necessary within school and with all its stakeholders;
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| * the links between schools, especially partner schools
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| * promote the school’s aims positively, and use effective strategies to monitor motivation and morale
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| * develop good personal relationships within a team
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| * ability to plan sequences of lessons with clear objectives and student learning outcomes matched to departmental schemes of work;
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| * ability to successfully deploy a range of pedagogical styles to suit the nature of the course content and the ability and attainments of the students
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| * ability to manage the learning environment and student behaviour in a manner which is conducive to productive learning for all students develop strategies for creating community links
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| * Ability to structure learning programmes which enable students to take increasing responsibility for their learning and demonstrate independent learning
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| **People management skills** | * Good Listener
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| * Ability to motivate students
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| * Able to work professionally with other stakeholders and external agencies
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| * Personal and professional integrity
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| * Ability to work accurately under pressure
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| * Ability and willingness to adapt quickly to last minute changes or cover arrangements
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| * Has attention to detail
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| * Able to prioritise
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| * Enjoys working with young people
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| * Excellent presentation skills
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| * Excellent attendance and punctuality
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| * Ability to carry out the job description
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| * Reflective practitioner with a commitment to research based practice with a continued interest in developments in teaching and learning
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