

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