

## PERSONAL SPECIFICATION

### Mainscale Teacher

Criteria		Essential	Desirable	Assessed at
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified teacher status</li> </ul>	✓		<i>Application</i>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience of teaching at Key Stage 3 and Key Stage 4</li> </ul>	✓		<i>Interview</i>
	<ul style="list-style-type: none"> <li>Teaching across the whole Secondary age range;</li> </ul>		✓	<i>Application</i>
	<ul style="list-style-type: none"> <li>Working in partnership with parents.</li> </ul>		✓	<i>Interview</i>
<b>Professional knowledge, abilities and skills</b>	<ul style="list-style-type: none"> <li>Subject expertise</li> </ul>	✓		<i>Application</i>
	<ul style="list-style-type: none"> <li>Ability to teach A-Level Chemistry</li> </ul>		✓	<i>Application</i>
	<ul style="list-style-type: none"> <li>Establish and maintain high expectations for all students</li> </ul>	✓		<i>Application / Interview</i>
	<ul style="list-style-type: none"> <li>the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies);</li> </ul>	✓		<i>Application</i>
	<ul style="list-style-type: none"> <li>the monitoring, assessment, recording and reporting of pupils' progress;</li> </ul>	✓		<i>Application / Interview</i>
	<ul style="list-style-type: none"> <li>the statutory requirements of legislation concerning Equal Opportunities, Health &amp; Safety, SEN and Child Protection;</li> </ul>	✓		<i>Interview</i>
	<ul style="list-style-type: none"> <li>the positive links necessary within school and with all its stakeholders;</li> </ul>	✓		<i>Reference</i>
	<ul style="list-style-type: none"> <li>the links between schools, especially partner schools</li> </ul>		✓	<i>Application</i>
	<ul style="list-style-type: none"> <li>promote the school's aims positively, and use effective strategies to monitor motivation and morale</li> </ul>	✓		<i>Interview</i>
	<ul style="list-style-type: none"> <li>develop good personal relationships within a team</li> </ul>	✓		<i>Reference</i>
	<ul style="list-style-type: none"> <li>ability to plan sequences of lessons with clear objectives and student learning outcomes matched to departmental schemes of work;</li> </ul>	✓		<i>Application / Interview</i>
	<ul style="list-style-type: none"> <li>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</li> </ul>	✓		<i>Application / Interview</i>
	<ul style="list-style-type: none"> <li>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</li> </ul>	✓		<i>Interview / Reference</i>

	<ul style="list-style-type: none"> <li>• Ability to structure learning programmes which enable students to take increasing responsibility for their learning and demonstrate independent learning</li> </ul>		✓	<i>Application</i>
<b>People management skills</b>	<ul style="list-style-type: none"> <li>• Good Listener</li> </ul>	✓		<i>Application / Reference</i>
	<ul style="list-style-type: none"> <li>• Ability to motivate students</li> </ul>	✓		<i>Interview / Reference</i>
	<ul style="list-style-type: none"> <li>• Able to work professionally with other stakeholders and external agencies</li> </ul>	✓		<i>Interview / Reference</i>
	<ul style="list-style-type: none"> <li>• Personal and professional integrity</li> </ul>	✓		<i>Interview / Reference</i>
	<ul style="list-style-type: none"> <li>• Ability to work accurately under pressure</li> </ul>	✓		<i>Application / Interview</i>
	<ul style="list-style-type: none"> <li>• Ability and willingness to adapt quickly to last minute changes or cover arrangements</li> </ul>	✓		<i>Interview</i>
	<ul style="list-style-type: none"> <li>• Has attention to detail</li> </ul>	✓		<i>Application / Reference</i>
	<ul style="list-style-type: none"> <li>• Able to prioritise</li> </ul>	✓		<i>Application / Reference</i>
	<ul style="list-style-type: none"> <li>• Enjoys working with young people</li> </ul>	✓		<i>Application / Interview</i>
	<ul style="list-style-type: none"> <li>• Excellent presentation skills</li> </ul>	✓		<i>Interview</i>
	<ul style="list-style-type: none"> <li>• Excellent attendance and punctuality</li> </ul>	✓		<i>Application / Reference</i>
	<ul style="list-style-type: none"> <li>• Ability to carry out the job description</li> </ul>	✓		<i>Application</i>
	<ul style="list-style-type: none"> <li>• Reflective practitioner with a commitment to research based practice with a continued interest in developments in teaching and learning</li> </ul>	✓		<i>Application / Interview</i>