

**PERSON SPECIFICATION: MAINSCALE TEACHER**

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| **QUALIFICATIONS** | * Qualified Teacher | * Evidence of continuous INSET and commitment to further professional development |
| **PROFESSIONAL DEVELOPMENT** | * Recent relevant service training in current education practice * Thorough knowledge of the secondary curriculum * Thorough knowledge of current assessment practices in education * Willingness to undertake further training and development | * Post graduate study * Relevant in service training in education practices |
| **EXPERIENCE** | * Successful teaching experience in the secondary phases * Experience and good working knowledge of the National Curriculum | * Experience of working in a school with a high percentage of EAL pupils * Experience across the secondary phases * Working in partnership with parents |
| **KNOWLEDGE AND UNDERSTANDING** | The classteacher should have knowledge and understanding of:   * The theory of practice of providing effectively for the individual needs of all children (eg classroom organisation and learning strategies) * Statutory National Curriculum requirements at the appropriate key stage * The monitoring, assessment, recording and reporting of pupils’ progress * The statutory requirements of legislation concerning Equal Opportunities, Health and Safety, SEN and Child Protection * The positive links necessary within school and with all its stakeholders * Effective teaching and learning styles | in addition, the classteacher might also have knowledge and understanding of:   * The preparation and administration of statutory National curriculum tests * The links between schools, especially partner schools |
| **SKILLS AND ABILITIES** | * Excellent classroom practitioner skills * Ability to lead by example * Ability to effectively managing challenging behaviour * Ability to organise and manage time and resources effectively * Ability to work effectively in teams * Ability to communicate effectively all levels * Knowledge of and ability to use a range of formative assessment practices * Confidence with ICT * Promote the school’s aims positively, and use effective strategies to monitor motivation and morale * Establish and develop close relationships with parents, governors and the community * Create a happy, challenging and effective learning environment | * Good powers of reasoning and judgement in a variety of situations and at times of pressure * Develop strategies for creating community links |
| **PERSONAL CHARACTERISTICS** | * Approachable * Committed * Empathetic * Enthusiastic * Organised * Patient * Resourceful |  |
| **OTHER** | * Excellent interpersonal skills * Flexibility and adaptability * High level of enthusiasm and energy * Awareness, understanding and commitment to Equal Opportunities | * Good sense of humour |

*All the above elements will be assessed and evaluated through the application form and the selection process*