This specification describes the qualifications, skills and personal qualities needed by the successful applicant for the post.

|  |  |  |
| --- | --- | --- |
|  | **Essential** | **Desirable** |
| **Qualifications** | * Relevant Degree
* Qualified Teacher Status
 | * Evidence of further study in a relevant field
* Citizenship qualification
 |
| **Knowledge and Experience** | * The ability to teach PSHE/Citizenship up to Year 11 and one other subject
* Participation in professional development
* Ability to relate key elements of post to Christian values.
* Experience of working in a school’s pastoral system including acting as a tutor
* Experience of successful communication with parents/carers
 | * Recent teaching in a mixed comprehensive school.
* Knowledge of DfE guidance on relationships and sex education, and citizenship education
* Leadership of some curriculum development
* Leadership of a team
 |
| **Abilities and aptitudes** | * The ability to maintain excellent standards of work and conduct in the classroom
* A proactive team worker who recognises their responsibility to themselves and to their colleagues to develop further the aims of the school through participating in curriculum design and development work and working with students and their parents/carers as partners
* The ability to lead a team of teachers from a range of subject backgrounds and with varying levels of experience
* The ability to monitor and evaluate practice within the department to ensure the effective implementation of Departmental Improvement Plans, Performance Management, learning strategies and initiatives
* A commitment to raise standards by challenging poor performance in a sensitive and supportive way
* Use of assessment to inform planning and teaching so that all learners make good progress
* Good communication skills
* The ability to listen
* In possession of high-level administrative and organisational skills
* Able to use ICT to enhance learning opportunities
 | * The ability to lead whole school training on aspects of teaching and learning
* An innovative approach to teaching and learning
 |

|  |  |  |
| --- | --- | --- |
| **Educational Vision and Values** | * A willingness to work in a Christian community and to support the school’s ethos, including organising or contributing to daily acts of worship
 | * A vision for how to integrate the ‘Alive’ values into PSHCE
 |
| **Personal Qualities** | * Personal integrity and sensitivity
* An enthusiasm to inspire students and their parents/carers
* Meet the Fitness to Teach standard
 |  |