**PERSON SPECIFICATION**

**SUBJECT TEACHER & LEARNING MENTOR**

We would like to appoint a person who:

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|  | **Attributes** | **Measurement** |
| ***Educational*** | * Is a graduate qualified teacher able to teach at KS3, KS4 and Post 16

(has a good Honours Degree in the relevant subject and a PGCE) | **A** |
| ***Knowledge*** | * Understands how to ensure effective student learning through challenging, high quality and exciting teaching
* Understands the potential of student voice and parental engagement
* Is a competent user of ICT and understands its role in enhancing learning and teaching
* Understands the positive role of Performance Management within their own professional development
 | **A,I,****A,I,R****A,I,****A,I,** |
| ***Experience*** | * Has appropriate and successful classroom experience (whether on teaching practice or in post) of teaching the subject across the age and ability range (11-18)
* Is an outstanding classroom practitioner
* Works effectively with Teaching Assistants/Support Staff/ Technicians within the faculty/department
* Has evidence of the ability to work effectively and supportively in a team
 | **I,R****I, R****I,R****A,R** |
| ***Skills & Abilities*** | * Has evidence of a commitment to promoting and developing active teaching and learning styles across the full age and ability range of the school (11-18)
* Values the contribution that students can make to their own learning
* Has an awareness of current issues and a sense of vision concerning the future development of the subject within the National Curriculum
* Likes and seeks to understand young people
* Shares our belief that Every Child Does Matter
* Demonstrates that mutual respect, challenge and praise are key to managing teacher/student relationships in the classroom
* Is able to (wants to) get the best from all students, regardless of ability
* Has a full commitment to the role of Learning Mentor and will contribute positively in this role to the pastoral care of students
* Is able to assess students’ work effectively and within whole school and department guidelines
* Is able to set and assess purposeful home learning which extends/ reinforces students’ learning
* Is able to set professional (goals) targets which are challenging, and meet their own needs as well as those of the students and the school
* Is committed to team work at all levels
* Can contribute creatively and knowledgeably to develop/evaluate schemes for learning
* Understands the importance of meeting deadlines
* Carries out all professional duties within whole school and department guidelines
* Feels able to contribute positively and appropriately if they see the need for change in any aspect of school life
 | **A,I,R****A,I,R****A,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R****A,I,R** |
| ***Qualities*** | * Is flexible, committed and enthusiastic in their approach to the dynamics at the heart of an innovative school environment/culture
* Has a strong commitment to pursuing their own professional development
* Shows evidence of appropriate personal qualities and skills, particularly enthusiasm, creativity and the ability to communicate effectively
 | **I,R****I,R****A,I,R** |
| ***Safeguarding*** | In addition to the candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:* Motivation to work with children and young people
* Ability to form and maintain appropriate relationships and personal boundaries with children and young people
* Emotional resilience in working with challenging behaviours
 | **I,R** |
| ***Additional*** | * Good health and attendance records
* This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. An Enhanced DBS check will be required prior to appointment
* High quality of application, with particular regard to the formal response requested
* Reference of unequivocal recommendation
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**A = Application Form, I = Interview, R = References**

**REFERENCES**

The interview panel may take the opportunity to follow up any relevant issues arising from references during the interview.

**North Leamington School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment**