

THE HELIX EDUCATION SERVICE

Teacher-In-Charge
Royal National Orthopaedic Hospital

SELECTION CRITERIA

Note for applicants – The selection criteria specifies the knowledge, experience, skills, abilities, qualifications and training required to perform the duties of the post for which you are applying. In your application you will need to explain how your knowledge, experience, skills, abilities gained in paid or unpaid work, study or training, meets each of the selection criteria marked 'A' below, including your awareness, understanding and commitment to equality and diversity in employment and service delivery. If you fail to do so, you will not be shortlisted. Shortlisting will be on the basis of assessing the selection criteria marked 'A'

Ranking Order	Knowledge and Understanding	Method of Assessment
1	Understanding of Performance Management and the new Appraisal Procedures for teachers	A / I
1	In depth knowledge and understanding of curriculum requirements for primary or secondary aged pupils	
1	Knowledge of school evaluation and the impact of the new Ofsted framework on Medical PRUs	
1	Understanding of the effective use of assessment, recording, tracking and target setting	
1	Up to date knowledge and understanding of the changing educational context and statutory requirements in relation to Medical PRUs and young people with medical needs	
2	Understanding of the importance of effective multi-disciplinary working and close links with outside agencies	

Ranking Order	Experience	Method of Assessment
2	Successful experience of leading and teaching across a broad age and ability range in an Alternative Provision, PRU or mainstream school	A/I
2	Successful experience of leading and motivating staff through collaboration and distributed leadership	A / I
1	Successful experience of promoting high quality teaching and learning	A/I
2	Proven track record of leading school improvement and raising standards	A / I
3	Experience of working with a range of pupils, including those with special educational needs.	

Ranking Order	Education, Qualifications and Training	Method of Assessment
1	Degree Level Qualification with Qualified Teacher Status (QTS)	A
2	Proven commitment to professional development	A
2	Leadership qualification (desirable)	A
1	Understanding of confidentiality issues and how this is observed and maintained.	A / I

Ranking Order	Skills (Proven ability to):	Method of Assessment
1	Engage, manage and successfully motivate vulnerable young people with a variety of medical needs/ mental health issues	A/I
2	Successfully manage the delivery of education in a variety of contexts	A
2	Manage change proactively to enhance and raise standards	A
1	Lead a team at senior management level and write reports which evidence impact and progress	A
1	Demonstrate high quality organisational skills and the ability to meet deadlines	A / I
1	Listen and communicate effectively with adults and young people	A/I
1	Manage young people's emotional needs effectively and compassionately and handle sensitive issues with respect and care	I

Ranking Order	Safeguarding and promoting the welfare of children	Method of Assessment
1	To be fully aware of and understand the duties and responsibilities arising from the Children Act 2004 and Working Together in relation to child protection and safeguarding children, young people and vulnerable adults	A
1	To also be fully aware of the principles of safeguarding as they apply to vulnerable adults in relation to the worker's role.	A
2	To ensure that the worker's line manager is made aware and kept fully informed of any concerns which the worker may have in relation to safeguarding and/or child protection.	A