**Highams Park School – Person Specification**

**Teaching Post**

|  |
| --- |
|  **Qualifications and Experience**  |
| 1. Good degree in the relevant subject or subjects |
| 2. Qualified Teacher Status + right to work in the UK |
| 3. Experience of teaching the subject to GCSE level and the ability to teach to A level (where relevant) |
| 4. Experience as a tutor and/or in pastoral work |
| **Skills and Attributes in Teaching and Learning**  |
| 5. Clear understanding of what constitutes good and outstanding lessons |
| 6. Ability to produce high quality experiences and outcomes for students |
| 7. Ability to develop differentiated lesson plans and Schemes of Work |
| 8. Collaborative teaching methods and ability to work with colleagues in the preparation, assessment and monitoring of work |
| 9. Practical understanding of National Curriculum requirements (where relevant) in terms of content, classroom practice, differentiation, assessment and reporting to parents |
| 10. Ability to use data effectively to evaluate student progress and achievement |
| 11. Demonstrable experience of improving student outcomes in the last three years (except NQTs) |
| **Professional Skills and Attributes**  |
| 12. Ability to organise and prioritise workload and work on own initiative |
| 13. Ability to work constructively as part of a team, understanding School roles and responsibilities and the post holder’s position within these |
| 14. Ability to communicate well in writing and face-to-face to all stakeholders |
| 15. Administrative and organisational skills |
| 16. Ability to identify own training and development needs and to take responsibility for addressing these |
| **Personal Qualities**  |
| 17. Respect for all members of the school community |
| 18. Responsibility and attention to detail |
| 19. Resilience in the face of challenge |
| 20. A strong, flexible and proactive work ethic |
| 21. Honesty and trustworthiness |
| 22. Sense of humour and a sense of fun |
| **Commitment to** |
| 23. Safeguarding and promoting the welfare of young people |
| 24. Equal opportunities for all in a comprehensive environment |
| 25. Extra-curricular activities to enhance the student experience |