



BISHOP VESEY'S GRAMMAR SCHOOL

PERSON SPECIFICATION TEACHING POSTS

Method of Assessment:

AF = Application Form I = Interview T = Test LO = Lesson Observation

| CRITERIA | ESSENTIAL | M.O.A |
|---------------------------|---|-----------|
| QUALIFICATIONS | Good honours degree in a relevant subject. Qualified Teacher Status | AF/I |
| PROFESSIONAL DEVELOPMENT | A commitment to continuing professional development | AF/I |
| EXPERIENCE | Proven track record of excellence in the classroom or on a Teacher Training Programme. | AF/I/LO |
| KNOWLEDGE & UNDERSTANDING | <p>Excellent subject knowledge.</p> <p>To understand and develop sound practical competence in the use of data to raise achievement.</p> <p>To be aware of any national curriculum requirements and the requirements for assessment, monitoring, evaluation, recording and reporting of students' attainment and progress.</p> <p>To understand, and be passionate about further developing, the characteristics of high quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and achievement for all students.</p> <p>To understand baseline data (eg SATs, Midyis) and how it can be used to inform teaching.</p> <p>To demonstrate awareness of the most important recent trends and developments in education.</p> <p>To understand the relationship of the subject to the curriculum as a whole.</p> <p>To demonstrate awareness of the challenges and demands of teaching very able students.</p> | AF/I/LO/T |
| SKILLS AND ABILITIES | <p>Excellent interpersonal, communication, team working skills.</p> <p>Excellent time management skills and the ability to work to deadlines.</p> <p>Effective organisational skills and attention to detail.</p> <p>Ability to listen, reflect and have the capacity to be flexible.</p> <p>Effective management of student behaviour and emotional resilience to challenging behaviour.</p> <p>Competence in ICT including the use of Virtual Learning Environments.</p> <p>Ability to teach and motivate students in the 11-18 age range.</p> <p>Communicate passion and enthusiasm for his/her subject.</p> <p>Stamina to cope with the demands of the role.</p> | AF/I/LO/T |

| | | |
|-------------------------------|--|---------------|
| <p>ATTITUDES & VALUES</p> | <p>High expectations: commitment to the achievement of high standards by students. Positive attitude to the use of authority and maintenance of discipline. Commitment to equality of opportunity and creating an ethos where all are respected, feel valued and enabled to work effectively. Commitment to the vision and values of the school and an ability to enthuse others. Determination to build professional relationships and work sensitively with all colleagues, students, parents, Governors and outside agencies. Commitment to the pastoral life of the School. Willingness to contribute to the School's wide range of extra-curricular activities.</p> | <p>AF//LO</p> |
| <p>PERSONAL QUALITIES</p> | <p>Self-motivated, self-reliance and self-confidence. Inspire trust and confidence of staff, students, parents and governors. Integrity. Positive and enthusiastic outlook. Passion for teaching and learning.</p> | <p>AF//LO</p> |
| <p>CONTRA INDICATORS</p> | <p>Criminal convictions involving offences against children. Prohibition Order from teaching.</p> | <p>AF/I</p> |

September 2018