



An All-through Co-operative School

“Making School Memorable by Striving for Excellence”

PERSON SPECIFICATION

POST TITLE: Classroom Teacher

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Good Degree • GCSE Mathematics & English 	<ul style="list-style-type: none"> • Good Honours Degree • Further Professional Qualifications
Experience	<ul style="list-style-type: none"> • Experience of teaching in the subject area • Clear evidence of successful teaching across the full ability and age range • Monitoring and evaluation • Good practice in social inclusion • Managing time 	<ul style="list-style-type: none"> • Evidence of exam success at both KS4 and KS5 • Successful use of data and tracking • An understanding of how Assessment for Learning approaches can be used to enhance students' performance
Good Knowledge & Understanding	<ul style="list-style-type: none"> • Social inclusion good practice • Effective student behaviour management • Provision for SEN, vulnerable and “at risk” children 	<ul style="list-style-type: none"> • Experience of working with SEN/EAL students
Skills/Qualities	<ul style="list-style-type: none"> • Emotional literacy and empathy for all young people • Positive attitude towards school improvements and raising achievement and aspiration • Dynamic and innovative approach to teaching within a department • Ability to model effective teaching methods and work with others in the development of teaching and learning of the most able 	<ul style="list-style-type: none"> • Experience of running clubs, especially debating, BBC School Report and spelling bees • Ability to present new approaches to teaching and learning both at department and whole school level

	<ul style="list-style-type: none"> • Able to work to secure the professional respect of colleagues and be adept at developing the knowledge, skills and understanding of those colleagues • Ability to assess and promote student progress and their needs in a variety of ways • Good interpersonal and communication skills • Effective organisational skills and the ability to meet deadlines • Ability to work strongly in a team both within the school and department 	
Equal Opportunities	<ul style="list-style-type: none"> • Awareness and commitment to equal opportunities issues and how these can be addressed in the classroom environment • Experience of working in a multi-cultural environment • Committed to the promotion of equal opportunities, fundamental British values** and Co-operative values*** 	<ul style="list-style-type: none"> • Proven track record of improving attainment for targeted groups of learners • Able to develop best practice through wide range of imaginative approaches
Child Protection	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people 	
Disposition	<ul style="list-style-type: none"> • Flexible approach and a sense of proportion • To be interested in young people, how they learn and in developing ways of removing barriers to learning • Commitment to the comprehensive ideal, social inclusion and to raising standards for all students 	<ul style="list-style-type: none"> • Experience of undertaking whole school duties and responsibilities • Ability to plan strategically to meet goals of the department • Engagement in own continuous professional development

**Fundamental British values - democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs

***Co-operative Values - self-help, self-responsibility, democracy, equality, equity and solidarity in addition to the ethical values of honesty, openness, social responsibility and caring for others.