

**PERSON SPECIFICATION: MAINSCALE TEACHER**

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** |
| **QUALIFICATIONS** | * Qualified Teacher
 | * Evidence of continuous INSET and commitment to further professional development
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| **PROFESSIONAL DEVELOPMENT** | * Recent relevant service training in current education practice
* Thorough knowledge of the secondary curriculum
* Thorough knowledge of current assessment practices in education
* Willingness to undertake further training and development
 | * Post graduate study
* Relevant in service training in education practices
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| **EXPERIENCE** | * Successful teaching experience in the secondary phases
* Experience and good working knowledge of the National Curriculum
 | * Experience of working in a school with a high percentage of EAL pupils
* Experience across the secondary phases
* Working in partnership with parents
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| **KNOWLEDGE AND UNDERSTANDING** | The classteacher should have knowledge and understanding of:* The theory of practice of providing effectively for the individual needs of all children (eg classroom organisation and learning strategies)
* Statutory National Curriculum requirements at the appropriate key stage
* The monitoring, assessment, recording and reporting of pupils’ progress
* The statutory requirements of legislation concerning Equal Opportunities, Health and Safety, SEN and Child Protection
* The positive links necessary within school and with all its stakeholders
* Effective teaching and learning styles
 | in addition, the classteacher might also have knowledge and understanding of:* The preparation and administration of statutory National curriculum tests
* The links between schools, especially partner schools
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| **SKILLS AND ABILITIES** | * Excellent classroom practitioner skills
* Ability to lead by example
* Ability to effectively managing challenging behaviour
* Ability to organise and manage time and resources effectively
* Ability to work effectively in teams
* Ability to communicate effectively all levels
* Knowledge of and ability to use a range of formative assessment practices
* Confidence with ICT
* Promote the school’s aims positively, and use effective strategies to monitor motivation and morale
* Establish and develop close relationships with parents, governors and the community
* Create a happy, challenging and effective learning environment
 | * Good powers of reasoning and judgement in a variety of situations and at times of pressure
* Develop strategies for creating community links
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| **PERSONAL CHARACTERISTICS** | * Approachable
* Committed
* Empathetic
* Enthusiastic
* Organised
* Patient
* Resourceful
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| **OTHER** | * Excellent interpersonal skills
* Flexibility and adaptability
* High level of enthusiasm and energy
* Awareness, understanding and commitment to Equal Opportunities
 | * Good sense of humour
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*All the above elements will be assessed and evaluated through the application form and the selection process*