



Heartlands High School is committed to safeguarding and promoting the welfare of our students and young people. The successful applicant will therefore be required to complete checks in line with the requirements of [Keeping Children Safe in Education](#) with regard to DBS and other pre-employment checks.

We encourage applications from all sectors of the community to reflect our diverse student population.

## **PERSON SPECIFICATION**

### **Main scale teacher**

#### **Training and Qualifications**

- To have achieved, or have evidence of being on track to achieve, Qualified Teacher Status/GTC Registered, including the English and Maths elements
- Recognised good honours degree or equivalent in a relevant discipline
- Have a secure knowledge and understanding of the curriculum areas and related pedagogy
- An awareness of the contribution that the subject can make to cross curricular learning

#### **Relationships with Young People**

- Have high expectations for all young people including a commitment to ensuring that they can achieve their full potential
- Hold positive values and attitudes and adopt high standards of behaviour in a professional role

#### **Teaching Experience**

- Understanding of strategies for raising achievement and achieving excellence for students
- Evidence of excellent classroom practice
- Excellent understanding of effective and engaging teaching methods
- Commitment to active and enjoyable learning for students
- Successful experience of working within a department or faculty
- Evidence of at least two successful teaching placements

#### **Professional Knowledge and Understanding**

##### **Candidates should be able to demonstrate some knowledge and understanding of:**

- Current educational issues, including national policies related to the subject area
- The challenges and possibilities associated with inclusion within an urban environment

#### **Personal and Professional Qualities and Attributes**

##### **Candidates should be able to:**

- inspire, challenge and motivate students as they learn
- build and maintain effective relationships
- develop as an active member of the learning area and school team

- contribute to creating, maintaining and sharing a coherent school vision
- set and achieve ambitious, challenging goals and targets
- prioritise and plan effectively
- listen to and reflect on feedback from others, including colleagues and governors
- think creatively to anticipate and solve problems
- maximise the benefits that new technologies provide and have the ICT skills required to be effective in role
- show excellent communication skills

The successful candidate will be a good team player, with a distinct sense of purpose as a teacher who can communicate a love of the subject and bring strong intellectual commitment to their role

### **Assessment**

Candidates should:

- have a good understanding of the use of assessment for learning

### **Planning**

- The ability to plan lessons and sequences with clear objectives to ensure progression for all students
- The ability to set consistently high expectations for all students through classwork and homework

### **Other**

- A commitment to developing out of school hours activities to enhance the teaching and learning process and increase opportunities for students.