**Shevington High School**

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| **Person Specification / Selection Criteria**  **Main Scale Teacher** | | |  |
| **Selection Criteria** | **Essential** | **Source**  **Source**  A = Application  I = Interview  R = References  T = Task/Observation | | |
| **Qualifications** |  |  | | |
| Qualified Teacher status with a good honours subject degree | ✓ | A | | |
| Evidence of continued personal and professional development | ✓ | A | | |
|  |  |  | | |
| **Experience** |  |  | | |
| Recent experience of working with students across the secondary age range incl GCSE | ✓ | A R | | |
| Recent experience in raising students’ attainment | ✓ | A R I | | |
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| **Knowledge and Skills** |  |  | | |
| A passion for learning and an outstanding teacher | ✓ | A R I | | |
| Secure commitment to a clear vision for the department and the school | ✓ | A R I | | |
| Ability to match children’s needs in terms of curriculum, spiritual, personal and social development | ✓ | A R | | |
| Understanding and awareness of current educational developments and the implications of relevant educational legislation | ✓ | A | | |
| Work as part of a team | ✓ | A R I | | |
| Motivate and inspire students and parents | ✓ | A R I | | |
| Knowledge of all necessary NC assessment, recording and reporting | ✓ | A | | |
| Communicate effectively, orally and in writing for a range of audiences and purposes | ✓ | A R I | | |
| Manage good communications systems | ✓ | A R I | | |
| Excellent ICT skills | ✓ | A R I | | |
|  |  |  | | |
| **Corporate Responsibility** |  |  | | |
| Commitment to comply with the school’s policies | ✓ | A R | | |
| Commitment to continue personal development in relevant area | ✓ | A | | |
| Commitment to participate in the staff review and development process | ✓ | A R | | |
| Commitment to raising standards for all staff and students | ✓ | A I | | |
| Commitment to equal opportunities and inclusion | ✓ | A I | | |
| Commitment to participation in the full life of the school | ✓ | A | | |
|  |  |  | | |
| **Personal Qualities** |  |  | | |
| Tact and a sense of humour | ✓ | I | | |
| Resilience | ✓ | R I | | |
| Deal sensitively with people and resolve conflicts | ✓ | R I | | |
| Ability to get the best out of people | ✓ | R I | | |
| High levels of motivation and commitment | ✓ | A R I | | |
| Ability to work under pressure and meet deadlines | ✓ | A R I | | |
| Achieve challenging professional goals | ✓ | A | | |
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| **Application** |  |  | | |
| Accurate completion of school application form | ✓ | A | | |
| Letter which addresses person specification, evidence in letter and application | ✓ | A | | |
| Technically accurate in terms of spelling, punctuation and grammar | ✓ | A | | |
| Legally entitled to work in the UK | ✓ | A | | |