

## **Person Specification (All Teaching Staff)**

We would like to appoint a person who:	Attributes	Measurement	Essential / Desirable
Educational	<ul> <li>Degree in Maths or a related subject</li> <li>Graduate qualified teacher with recognised teaching qualification such as a PGCE or equivalent</li> </ul>	A A	E E
	<ul> <li>Recent and relevant experience of teaching Maths at secondary level up to 16.</li> </ul>	Α	E
	<ul> <li>Recent and relevant experience of teaching Maths to post-16 students.</li> </ul>	Α	D
Knowledge	<ul> <li>Understands how to ensure effective student learning through challenging, high quality and exciting teaching</li> </ul>	A, I	E
	Understands the potential of student voice and parental engagement	A, I , R	E
	Is a competent user of ICT and understands its role in enhancing learning and teaching.	A, I	E
	Understands the positive role of Performance Management within their own professional development.	A, I	E
Experience	Is an outstanding classroom practitioner	I, R	D
	<ul> <li>Is a 'typically' good classroom practitioner</li> </ul>	I, R	E
	Works effectively with Teaching Assistant/support staff/technicians within the faculty/department	I, R	E
Skills & Abilities	<ul> <li>Values the contribution that students can make to their own learning.</li> </ul>	A, I, R	E
	<ul> <li>Likes and seeks to understand young people.</li> </ul>	A, I, R	E
	<ul> <li>Shares our belief that Every Child <u>Does</u> Matter.</li> </ul>	A, I, R	E
	<ul> <li>Demonstrates that mutual respect, challenge and praise are key to managing teacher /student relationships in the classroom.</li> </ul>	A, I, R	E
	<ul> <li>Experience of promoting positive behaviour conducive to learning, focused on raising standards</li> </ul>	A, I, R	E
	<ul> <li>A desire to get the best from all students, regardless of ability</li> <li>A record of achieving student progress for all students,</li> </ul>	A, I, R	E
	<ul><li>including underachieving students.</li><li>Ability to plan and teach effectively using a variety of</li></ul>	A, I, R	E
	<ul><li>strategies.</li><li>Contributes positively in their role as a group tutor to the</li></ul>	A, I, R	E
	<ul><li>pastoral care of students.</li><li>Is able to assess students' work effectively and within whole</li></ul>	A, I, R	E
	school and department guidelines.  • Is able to set and assess purposeful home learning which	A, I, R	E
	<ul><li>extends/reinforces students' learning.</li><li>Is able to set professional (goals) targets, which are</li></ul>	A, I, R	Е
	challenging and meet their own needs as well as those of the students and the school.	A, I, R	E

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INCORPORATING: Caludon Castle School, Hill Farm Primary, Kingsbury School, Foxford School and Richard Lee Primary Registered office: Castle Phoenix Trust, Axholme Road, Wyken, Coventry CV2 5BD | Registered Number 8331385





	<ul> <li>Ability to communicate effectively with students, parents and colleagues showing respect for others and professionalism at all times</li> </ul>	A, I, R	E
	<ul> <li>Is able to lead, in a variety of contexts, by example.</li> </ul>	A, I, R	D
	<ul> <li>Is committed to team work at all levels.</li> </ul>	A, I, R	E
	<ul> <li>Can contribute creatively and knowledgeably to develop/evaluate schemes for learning.</li> </ul>	A, I, R	Е
	<ul> <li>Understands the importance of meeting deadlines and supporting others (colleagues) to do so.</li> </ul>	A, I, R	Е
	<ul> <li>Carries out all professional duties within whole school and department guidelines.</li> </ul>	A,I, R	Е
	<ul> <li>Feels able to contribute positively and appropriately if they see the need for change in any aspect of school life at Caludon</li> </ul>	A, I, R	E
Qualities	<ul> <li>Is flexible, committed and enthusiastic in their approach to the dynamics at the heart of an innovative school environment/culture.</li> </ul>	I, R	E
	Strives constantly to better themselves as a professional	I, R	E
	Is able to demonstrate commitment to Trust values	A, I	E
Safeguarding	In addition to candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:	I, R	
	<ul> <li>Motivation to work with children and young people;</li> </ul>		E
	<ul> <li>Ability to form and maintain appropriate relationships and</li> </ul>		Ē
	personal boundaries with children and young people;		
	Emotional resilience in working with challenging behaviours; and		E
	<ul> <li>Attitudes to use of authority and maintaining discipline.</li> </ul>		E
Special	Good attendance records in line with school's Promoting Health at	I, R	Е
Requirements	Work Policy		
	This post is exempt from the provisions of the Rehabilitation of Offend		
	Act 1974. An Enhanced Disclosure and Barring Service Check will be		
	required prior to appointment		

## References

The interview panel may take the opportunity to follow up any relevant issues arising from references during the interview.

A = Application Form, I = Interviews, R = References.