

We would like to appoint a person who:

	Attributes	Measurement
Educational	<ul style="list-style-type: none"> Is a graduate qualified teacher able to teach at KS3, KS4 and potentially Post 16. 	A
Knowledge	<ul style="list-style-type: none"> Understands how to ensure effective student learning through challenging, high quality and exciting teaching. Understands the potential of student voice and parental engagement. Is a good user of ICT and understands its role in enhancing learning and teaching. Understands the positive role of Performance Management within their own professional development. 	A, I A, I, R A, I A, I
Experience	<ul style="list-style-type: none"> An outstanding classroom practitioner. Works effectively with Teaching Assistant/support staff/technicians/ external services within the faculty/department. 	I, R I, R
Skills & Abilities	<ul style="list-style-type: none"> Values and encourages the contribution that students can make to their own learning. Likes and seeks to understand young people. Shares our belief that Every Child Matters. Demonstrates that mutual respect, challenge and praise are key to managing teacher /student relationships in the classroom. Is able to (wants to) get the best from all students, regardless of ability. Contributes positively in their role as a mentor to the pastoral care of students. Able to assess students' work effectively and within whole school and department guidelines. Able to set and assess purposeful home learning which extends/reinforces students' learning. Is able to set professional targets, which are challenging and meet their own needs as well as those of the students and the school. Is able to lead, in a variety of contexts, by example. Is committed to team work at all levels. Can contribute creatively and knowledgeably to develop/evaluate schemes for learning. Understands the importance of meeting deadlines and supporting others (colleagues) to do so. Carries out all professional duties within whole school and department guidelines. Feels able to contribute positively and appropriately if they see the need for change in any aspect of school life at Colmers. 	A, I, R A, I, R A, I, R A, I, R A, I, R A, I, R A, I, R A, I, R A, I, R A, I, R A, I, R A, I, R A, I, R A, I, R A, I, R

Qualities	<ul style="list-style-type: none"> Is flexible, committed and enthusiastic in their approach to the dynamics at the heart of an innovative school environment/culture. Strives constantly to better themselves as a professional. 	I, R I, R
Safeguarding	<p>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:</p> <ul style="list-style-type: none"> Motivation to work with children and young people; Ability to form and maintain appropriate relationships and personal boundaries with children and young people; Emotional resilience in working with challenging behaviours; and Attitudes to use of authority and maintaining discipline. 	I, R
Special Requirements	<p>Good health and attendance records. This post is exempt from the provisions of the Rehabilitation of Offenders Act 1974. Enhanced Criminal Record Disclosure will be required prior to appointment</p>	I, R
	Please also note the Personal Qualities (EI) outlined in the Role Profile	I, R

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.

This school is committed to safeguarding and promoting the welfare of children and young people and expects our staff and volunteers to share this commitment.



Achieving Excellence Belonging Together Challenging Mindsets