



Radnor House
— TWICKENHAM —
celebrating every individual

Person Specification for Teaching Posts

Radnor House is an independent co-educational school for 9 to 18-year olds on the banks of the River Thames in the Royal Borough of Richmond-Upon-Thames. We provide a distinctive mix of high academic standards and a caring, personalised teaching and learning environment. We are enormously proud of our innovative and hugely successful school, with high expectations and happy children, and we are fast becoming one of the most dynamic and exciting schools in the area.

The candidate we are seeking to appoint should match the specification below:

Qualifications:

- Qualified teacher status and a university degree.
- Consideration may be given in some roles to an NQT candidate.

Professional development:

- Recent and relevant training in current educational practice, including management where appropriate.

Knowledge and experience:

- Knowledge and understanding of current educational theory and practice and its impact on creating a high-quality learning environment for all pupils, including those with special educational needs and those for whom English is not the first language.
- Knowledge and understanding of the processes required to create effective teaching in successful schools.
- Excellent classroom practice demonstrated, where appropriate, in a variety of schools.
- For senior roles, success in school leadership and management demonstrated in a management role in a high performing school.
- Record of initiating and leading improvements in the quality of teaching and learning or being personally involved in quality teaching and learning delivery.

Skills required:

- An excellent practitioner with a record of achieving good results.
- Where appropriate, to have led and managed people to achieve desired outcomes.
- Ability to work effectively and support a high performing team.
- Willingness 'go the extra mile' in supporting pupils in their learning.
- Leading by example with differentiation in class.

Skills required for senior posts:

- Leading, managing and deploying staff and resources effectively to support and develop the high quality of educational provision expected at Radnor House.
- Being comfortable in developing, implementing and managing change to ensure and enhance quality of teaching and learning.

- Establishing a positive ethos, motivating and inspiring pupils, other staff, parents and the community.
- Thinking creatively and imaginatively, investigating, solving problems and identifying opportunities.
- Making decisions based on analysis, interpretation and understanding of relevant data and information.
- Setting high standards and providing a role model for other staff and for pupils.
- Communicating effectively, orally and in writing to a range of audiences.
- Listening and understanding the views of others and dealing sensitively with staff, pupils, parents and the wider community.
- Planning and prioritising work in a pressured and high expectation environment.

Personal attributes for all staff:

- Good rapport building.
- Personal impact and presence.
- Adaptability to changing circumstances and new ideas.
- Energy, vigour and perseverance.
- Self-confidence and resilience.
- Enthusiasm and passion for teaching and learning.
- Intellectual ability.
- Commitment, reliability and integrity.
- Sense of humour.

Radnor House is an Equal Opportunities employer, committed to safeguarding and promoting the welfare of children. Screening, including an Enhanced DBS Check, is routinely carried out on successful applicants. Our Safer Recruitment Policy can be downloaded from the “Directory of Policies” page of our website.

