



An All-through Co-operative School

“Making School Memorable by Striving for Excellence”

PERSON SPECIFICATION

POST TITLE: Classroom Teacher		
GRADE: Main Pay Scale		
	METHOD OF ASSESSMENT	
	Application Form	Interview
Qualifications Essential: <ul style="list-style-type: none"> • Qualified Teacher Status (where a suitable QTS candidate cannot be found, an unqualified and/or work permit teacher may be appointed) • Good Degree • Ability to teach across subject areas 	√ √ √	
Experience Essential: <ul style="list-style-type: none"> • Experience of teaching in the subject area • Clear evidence of successful teaching across the full ability and age range • Monitoring and evaluation • Good practice in social inclusion • Good time management skills 	√ √ √ √ √	√ √ √ √ √
Knowledge and Understanding Essential: <ul style="list-style-type: none"> • Good communication, administration and organizational skills • Effective management of student behaviour • Provision for SEND, vulnerable and “at risk” children 	√ √ √	√ √ √
Skills/Qualities Essential: <ul style="list-style-type: none"> • Emotional literacy and empathy for all young people • Positive attitude towards school improvements and raising achievement • Dynamic and innovative approach to teaching and learning developments within a department • Ability to model effective teaching methods and work with others in the development of teaching and learning of the most able 	√ √ √ √	√ √ √ √

<ul style="list-style-type: none"> • Able to work in such a way as to secure the professional respect of colleagues and be adept at developing the knowledge, skills and understanding of those colleagues • Ability to assess and promote student progress and their needs in a variety of ways • Good interpersonal and communication skills • Effective organisational skills and the ability to meet deadlines • Ability to work strongly in a team both within the school and department 	√ √ √ √	 √ √ √
Equal Opportunities Essential: <ul style="list-style-type: none"> • Awareness and commitment to equal opportunities issues and how these can be addressed in the classroom environment • Commitment and contribution to School policies • Committed to the promotion of equal opportunities, fundamental British values** and Co-operative values*** 	√ √ √	 √ √ √
Child Protection Essential: <ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people 	√	√
Disposition Essential: <ul style="list-style-type: none"> • Flexible approach to changing environments • To be interested in young people, how they learn and in developing ways of removing barriers to learning • Commitment to the comprehensive ideal, social inclusion and to raising standards for all students • Willingness to contribute to extra-curricular activities within the department 	√ √ √ √	√ √ √ √

** Fundamental British values – democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs

*** Co-operative values – self-help, self-responsibility, democracy, equality and solidarity in addition to the ethical values of honesty, openness, social responsibility and caring for others