

## PERSONAL SPECIFICATION

### Mainscale Teacher

E – Essential

D - Desirable

| Criteria  |  | E | D | Assessed at                             |
|---|--|---|---|---|
| <b>Qualifications</b>                               | <ul style="list-style-type: none"> <li>Qualified teacher status</li> </ul>   | ✓ |   | Application                             |
| <b>Experience</b>                                   | <ul style="list-style-type: none"> <li>Experience of teaching at Key Stage 3 and Key Stage 4</li> </ul>  | ✓ |   | Application/<br>Interview               |
|   | <ul style="list-style-type: none"> <li>Teaching across the whole Secondary age range;</li> </ul>   | ✓ |   | Application                             |
|   | <ul style="list-style-type: none"> <li>Working in partnership with families.</li> </ul>  |   | ✓ | Application/<br>Interview               |
| <b>Professional knowledge, abilities and skills</b> | <ul style="list-style-type: none"> <li>Subject expertise</li> </ul>  | ✓ |   | Application /<br>Interview              |
|   | <ul style="list-style-type: none"> <li>Establish and maintain high expectations for all students</li> </ul>  | ✓ |   | Application/<br>Interview               |
|   | <ul style="list-style-type: none"> <li>the theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies);</li> </ul>         | ✓ |   | Application                             |
|   | <ul style="list-style-type: none"> <li>the monitoring, assessment, recording and reporting of pupils' progress;</li> </ul>   | ✓ |   | Application                             |
|   | <ul style="list-style-type: none"> <li>the statutory requirements of legislation concerning Equal Opportunities, Health &amp; Safety, SEN and Child Protection;</li> </ul>                                 | ✓ |   | Application /<br>Interview              |
|   | <ul style="list-style-type: none"> <li>the positive links necessary within school and with all its stakeholders;</li> </ul>  | ✓ |   | Interview                               |
|   | <ul style="list-style-type: none"> <li>the links between schools, especially partner schools</li> </ul>  |   | ✓ | Interview                               |
|   | <ul style="list-style-type: none"> <li>promote the school's aims positively, and use effective strategies to monitor motivation and morale</li> </ul>  | ✓ |   | Application                             |
|   | <ul style="list-style-type: none"> <li>develop good personal relationships within a team</li> </ul>  | ✓ |   | Interview/<br>Reference                 |
|   | <ul style="list-style-type: none"> <li>ability to plan sequences of lessons with clear objectives and student learning outcomes matched to departmental schemes of work;</li> </ul>                        | ✓ |   | Interview/<br>Application/<br>Reference |
|   | <ul style="list-style-type: none"> <li>ability to successfully deploy a range of pedagogical styles to suit the nature of the course content and the ability and attainments of the students</li> </ul>    | ✓ |   | Interview                               |
|   | <ul style="list-style-type: none"> <li>ability to manage the learning environment and student behaviour in a manner which is conducive to productive learning for all students.</li> </ul>                 | ✓ |   | Application/<br>Interview<br>/Reference |
|   | <ul style="list-style-type: none"> <li>ability to structure learning programmes which enable students to take increasing responsibility for their learning and demonstrate independent learning</li> </ul> |   | ✓ | Application                             |
| <b>People management skills</b>                     | <ul style="list-style-type: none"> <li>Good Listener</li> </ul>  | ✓ |   | Reference                               |
|   | <ul style="list-style-type: none"> <li>Ability to motivate students</li> </ul>   | ✓ |   | Interview                               |

|  |   |   |  |                         |
|--|---|---|--|-------------------------|
|  | <ul style="list-style-type: none"> <li>• Able to work professionally with other stakeholders and external agencies</li> </ul>   | ✓ |  | Application/ Reference  |
|  | <ul style="list-style-type: none"> <li>• Personal and professional integrity</li> </ul>   | ✓ |  | Reference               |
|  | <ul style="list-style-type: none"> <li>• Ability to work accurately under pressure</li> </ul>   | ✓ |  | Application / Reference |
|  | <ul style="list-style-type: none"> <li>• Ability and willingness to adapt quickly to last minute changes or cover arrangements</li> </ul>   | ✓ |  | Application / Reference |
|  | <ul style="list-style-type: none"> <li>• Has attention to detail</li> </ul>   | ✓ |  | Application / Interview |
|  | <ul style="list-style-type: none"> <li>• Able to prioritise</li> </ul>  | ✓ |  | Application             |
|  | <ul style="list-style-type: none"> <li>• Enjoys working with young people</li> </ul>  | ✓ |  | Interview               |
|  | <ul style="list-style-type: none"> <li>• Excellent presentation skills</li> </ul>   | ✓ |  | Interview               |
|  | <ul style="list-style-type: none"> <li>• Excellent attendance and punctuality</li> </ul>  | ✓ |  | Application / Reference |
|  | <ul style="list-style-type: none"> <li>• Ability to carry out the job description</li> </ul>  | ✓ |  | Application             |
|  | <ul style="list-style-type: none"> <li>• Reflective practitioner with a commitment to research based practice with a continued interest in developments in teaching and learning</li> </ul> | ✓ |  | Application/ Interview  |