

## Northstowe Secondary College

### Person Specification: Main scale teacher

Skills, attributes and experience	Essential or Desirable	Assessed through
<b>Qualifications and experience</b>		
Qualified teacher with the relevant qualifications	E	A
Has experience of working in a school	E	A
Ability to teach their subject in key stages 3, 4 and 5	E	A
<b>Kindness</b>		
Shows evidence of ability to be an effective form tutor	E	A/I
Willingness to go above and beyond	E	A/I
Commitment to work hard but can manage their own workload and is mindful of others' workload	E	I
Is committed to working with all children	E	A/I
Can sustain and grow positive relationships with parents, students and all staff	E	I
<b>Curiosity</b>		
Is passionate about their subject	E	O/I
Is an excellent practitioner who is open to change and personal improvement	E	O/I
Has undertaken recent CPD in areas relevant to this post and can elucidate how this has changed their practice	D	A/I
Is up to date on current educational thinking in their subject and beyond	E	A/I
Is committed to inclusion – understands that differentiation is not dumbing down but about access	E	O/I
Knows how their subject fits with other subjects	D	O / I
<b>Hard work</b>		
Can plan and teach excellent lessons	E	I
Understands what their subject content requirements are and can develop Schemes of Learning	E	A / I
Has considered what assessment and homework might look like	D	A / I
Is prepared to contribute to enrichment activities in their subject	E	A / I
<b>Other personal characteristics</b>		
Suitability to work with children and young people	E	A/I/O
Personable and well presented.	E	I/O

A = application	D = desirable	E = essential
I = interview		O = observation