**TARLETON ACADEMY PERSON SPECIFICATION**

**HEAD of HOUSE / TEACHER OF MATHS**

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| **Requirement** | **Essential (E)****Desirable (D)** | **Process** |
| Qualified Teacher Status/appropriate Graduate Status | E | Proof of documentation at interview |
| DBS Clearance | E | Clearance required before confirmation of appointment |
| Effectiveness as a Maths Teacher  | E | Sample LessonReferences |
| Effectiveness as a Leader | E | LetterInterviewReferences |
| A proven record of achieving high success in student achievement at KS3/KS4 Maths | E | Reference |
| Evidence of leading effective intervention strategies for self and others  | E | LetterInterviewReferences |
| Evidence of the use of national and school data to monitor and improve student performance/ progress across an area | E | Reference Interview |
| Infectious enthusiasm in the classroom and around school | E | Sample LessonInterviewReferences |
| Ability to develop independent learning and enquiry skills in students | E | Sample LessonReferences |
| Excellent classroom management and organisation | E | Sample LessonReferences |
| Awareness of the principles of Assessment for Learning   | E | LetterSample LessonInterviewReferences  |
| An understanding of how data may be used to monitor and improve pupil performance | D | LetterSample LessonInterviewReferences |
| Understanding of the importance and effective use of school tracking and reporting systems | E | LetterInterviewReferences |
| Ability to accurately assess and predict student progress | D | References |
| Awareness and commitment to the personalised learning agenda | E | LetterSample LessonInterviewReferences  |
| ICT literate and a willingness to further develop their skills | E | LetterReferences  |
| Motivation to work with children and young people | E | LetterSample LessonInterviewReferences |
| Ability to form effective and appropriate professional working relationships with young people with clear boundaries | E | InterviewReferencesSample Lesson |
| Ability to develop appropriate use of authority within an ethos of mutual respect in accordance with the Behaviour Policy | E | LetterSample Lesson InterviewReferences |
| Emotional resilience in dealing with the challenges of the role | E | LetterSample LessonInterviewReferences  |
| A genuine passion for education | E | LetterSample LessonInterviewReferences |
| Evidence of relevant, recent Continued Professional Development | D | LetterReferences |
| A commitment to the Aims and Vision of the school, the School Development Plan and the Faculty Development Plan | E | LetterSample LessonInterviewReferences |
| A willingness to undertake further training and professional development | E | LetterInterviewReferences |
| Compliance and adherence to the document ‘Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings’ | E | Interview |
| Compliance and adherence to the document ‘Guidance for Conduct’ | E | Interview |

**In addition to the 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. Any relevant issue which may arise from the references will be taken up at interview.**