**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 Lesson  References |
| Effectiveness as a Leader | E | Letter  Interview  References |
| 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 | Letter  Interview  References |
| 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 Lesson  Interview  References |
| Ability to develop independent learning and enquiry skills in students | E | Sample Lesson  References |
| Excellent classroom management and organisation | E | Sample Lesson  References |
| Awareness of the principles of Assessment for Learning | E | Letter  Sample Lesson  Interview  References |
| An understanding of how data may be used to monitor and improve pupil performance | D | Letter  Sample Lesson  Interview  References |
| Understanding of the importance and effective use of school tracking and reporting systems | E | Letter  Interview  References |
| Ability to accurately assess and predict student progress | D | References |
| Awareness and commitment to the personalised learning agenda | E | Letter  Sample Lesson  Interview  References |
| ICT literate and a willingness to further develop their skills | E | Letter  References |
| Motivation to work with children and young people | E | Letter  Sample Lesson  Interview  References |
| Ability to form effective and appropriate professional working relationships with young people with clear boundaries | E | Interview  References  Sample Lesson |
| Ability to develop appropriate use of authority within an ethos of mutual respect in accordance with the Behaviour Policy | E | Letter  Sample Lesson  Interview  References |
| Emotional resilience in dealing with the challenges of the role | E | Letter  Sample Lesson  Interview  References |
| A genuine passion for education | E | Letter  Sample Lesson  Interview  References |
| Evidence of relevant, recent Continued Professional Development | D | Letter  References |
| A commitment to the Aims and Vision of the school, the School Development Plan and the Faculty Development Plan | E | Letter  Sample Lesson  Interview  References |
| A willingness to undertake further training and professional development | E | Letter  Interview  References |
| 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.**