

HEATHCOTE SCHOOL

PERSON SPECIFICATION & ASSESSMENT TEACHER

JOB REQUIREMENTS	Essential	Desirable	Method of Assessment I/T/A*
Qualifications			
Qualified Teacher Status	✓		A
A degree in a relevant subject	✓		A
Relevant in-service training appropriate to an NQT / experienced teacher	✓		A
Experience			
Evidence of strong teaching ability (both in-class and remote) and successful impact on pupil progress	✓		A/I/T
Teaching a wide range of pupils, including disadvantaged pupils and being inclusive and able to differentiate	✓		A/I/T
Skills, Knowledge and Understanding			
The ability to communicate effectively orally and in writing to a range of audiences	✓		A/I/T
The ability of build effective relationships with pupils, parents and colleagues and evidence of impact of this	✓		A/I/T
The ability to participate in discussions in an informed and sensitive manner	✓		I/T
The ability to maintain a physical environment that promotes learning	✓		I/T
A good knowledge and an awareness of developments in the National Curriculum and other statutory requirements at KS3, KS4 and KS5	✓		A/I/T
A sound understanding of quality first teaching, responsive teaching, planning and assessment for learning	✓		A/I/T
A sound understanding of the processes of school Improvement and examples of how you have contributed	✓		A/I
Proven administrative and organisational skills	✓		A/I/T
Ability to communicate effectively and appropriately with both staff and pupils, and to be able to prepare reports, profiles and maintain clear and comprehensive records	✓		A/I
An awareness of the range of strategies to address the differing needs which exist in the mixed ability classroom (responsive teaching)	✓		A/I/T
An understanding of pedagogical approaches and the impact on progress and achievement	✓		A/I/T
A sound command of data and how to use it effectively to narrow the gap		✓	A/I/T
A familiarity with IT and with its educational uses as well as an ability to use it effectively to fulfil data input requirements	✓		A/I/T
A commitment to raising achievement and experience of devising and implementing successful strategies in order to do this	✓		A/I/T
An understanding of target setting and action plans	✓		A/I
An understanding of the principles involved in being a team member	✓		A/I

An understanding of the importance of emotional intelligence in managing oneself and others	✓		A/I
High quality oral and written skills	✓		A/I/t
Personal qualities			
An ability to maintain professional integrity even when under pressure	✓		A/I
Excellent attendance and punctuality	✓		A/I
Flexibility	✓		A/I
Resilience	✓		A/I/T
A genuine commitment to and liking for young people, and high expectations for their progress and welfare	✓		A/I/T
A desire for disadvantaged pupils to succeed and achieve their ambitions	✓		A/I/T
A willingness to be involved in extra-curricular activities	✓		A/I
A good role model to the pupils in all aspects of your professional role	✓		A/I/T
An ability and desire to work in a high challenge and low threat way	✓		A/I/T
Professional behaviour that adheres to expected standards both in and out of school	✓		A/I/T
Other Requirements			
A willingness to be involved in extra-curricular activities	✓		A/I
A commitment to on-going personal development and willingness to undertake appropriate training	✓		A/I
Appointment to the post is subject to a satisfactory enhanced CRB check	✓		
This post is exempt from section 4(2) of the Rehabilitation of Offenders Act, 1974, as the duties give you access to persons who are under the age of 18. Applicants are not entitled to withhold information about convictions, which would be regarded as spent for other purposes.	✓		

* A - Application Form I - Interview T – Teaching Observation