

# **Highams Park School – Person Specification**

## **Teaching Post**

<b>Qualifications and Experience</b>
1. Good degree in the relevant subject or subjects
2. Qualified Teacher Status + right to work in the UK
3. Experience of teaching the subject to GCSE level and the ability to teach to A level (where relevant)
4. Experience as a tutor and/or in pastoral work
<b>Skills and Attributes in Teaching and Learning</b>
5. Clear understanding of what constitutes good and outstanding lessons
6. Ability to produce high quality experiences and outcomes for students
7. Ability to develop differentiated lesson plans and Schemes of Work
8. Collaborative teaching methods and ability to work with colleagues in the preparation, assessment and monitoring of work
9. Practical understanding of National Curriculum requirements (where relevant) in terms of content, classroom practice, differentiation, assessment and reporting to parents
10. Ability to use data effectively to evaluate student progress and achievement
11. Demonstrable experience of improving student outcomes in the last three years (except ECTs)
<b>Professional Skills and Attributes</b>
12. Ability to organise and prioritise workload and work on own initiative
13. Ability to work constructively as part of a team, understanding School roles and responsibilities and the post holder's position within these
14. Ability to communicate well in writing and face-to-face to all stakeholders
15. Administrative and organisational skills
16. Ability to identify own training and development needs and to take responsibility for addressing these
<b>Personal Qualities</b>
17. Respect for all members of the school community
18. Responsibility and attention to detail
19. Resilience in the face of challenge
20. A strong, flexible and proactive work ethic
21. Honesty and trustworthiness
22. Sense of humour and a sense of fun
<b>Commitment to</b>
23. Safeguarding and promoting the welfare of young people
24. Equal opportunities for all in a comprehensive environment
25. Extra-curricular activities to enhance the student experience