

St Mary's Church of England High School

Main Scale Teacher

Person Specification

	Professional Skills and Attributes	Essential (E) or Desirable (D)
Education and Training	1. Qualified Teacher Status (with DfES Number), including skills tests where required 2. First/Second Class Degree 3. Ability to meet the Teachers Standards commensurate with experience and salary 4. High standards of literacy and numeracy 5. Willingness to develop own expertise (evidenced through continuing professional development) 6. Appropriate qualifications, experience and any other requirements needed to perform the role in relation to safeguarding and promoting the welfare of children and young people	1. E 2. D 3. E 4. E 5. E 6. D
Knowledge/Experience	7. Knowledge of how to raise standards in subject and literacy and numeracy 8. Successful teaching experience (in training/placements for NQTs) within at least two Key Stages 9. Successful experience as a form tutor 10. Successful experience of teaching classes that are being prepared for external accreditation ie Level 2/3 11. Successful experience of involvement in a curriculum initiative 12. Successful experience of raising standards of achievement 13. Successful experience of having a positive impact on student outcomes	7. E 8. E 9. D 10. D 11. D 12. D 13. E
Skills, Knowledge & Aptitudes	14. Potential to meet the Teachers Standards (and as appropriate Post Threshold Standards) 15. Good subject knowledge 16. Good classroom practitioner able to motivate and inspire students 17. Potential to develop outstanding practice in the	14. E 15. E 16. E 17. E 18. E

	Professional Skills and Attributes	Essential (E) or Desirable (D)
	classroom 18. Ability to build good relationships with students and colleagues 19. Ability to work with initiative, as an individual and as a team member 20. Ability to communicate effectively with different audiences, orally and in writing 21. Ability to accurately analyse a range of data and use to inform planning and target setting 22. Well organised and able to maintain sound records 23. Knowledge of current educational and curricular issues 24. ICT skills and their application to teaching and learning within subject specialism 25. Ability to reflect on practice and act on advice to improve professional practice	19. E 20. E 21. E 22. E 23. E 24. E 25. E
Personal qualities	26. Hardworking and committed to inclusive education 27. A belief in the value of individuals and that every child can attain well and make at least good progress regardless of starting point(s) 28. Have a passion and enthusiasm for learning and specialist subject(s) 29. A commitment to excellence and working in partnership 30. A commitment to contributing to completion of professional duties and the work of teams 31. Commitment to continuing professional development 32. Capacity for working under pressure and prioritising tasks 33. Ability to model very high standards of professional practice and personal standards at all times 34. Excellent attendance and punctuality 35. In sympathy with the ethos of a Church of England school and willing to actively promote the Christian values of the school.	26. E 27. E 28. E 29. E 30. E 31. E 32. E 33. E 34. E 35. E

The skills and attributes listed above will be assessed through the application form and supporting statement, the lesson observation and the interview.

In addition to candidate's ability to perform the duties of the post, the interview will also explore issues relating to the safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people
- Emotional resilience in working with challenging behaviours
- Attitudes to the use of authority and maintaining discipline

If the candidate is short listed, any relevant issues arising from references will be taken up at interview.

February 2021