

Tomlinscote School

Person Specification – Subject Teacher

Essential	Desirable	Evidence
1. Education and training		
<p>1.1 Evidence of successful training to be able to teach appropriate aged students</p> <p>1.2 Professional qualifications relevant to subject – typically a graduate</p>	<ul style="list-style-type: none"> Relevant degree and Qualified Teacher Status First or second class degree. A-level in relevant subject 	<p>Application form and references</p> <p>Certificates</p>
2. Teaching Experience		
<p>2.1 Unless a beginning teacher, has a track record of classes achieving examination success across the relevant age range.</p> <p>2.2 The ability to judge the progress of students during a lesson and over time</p> <p>2.3 Knowledge of the subject curriculum and its relationship to the curriculum as a whole.</p> <p>2.4 Ability to recognise and describe the characteristics of high quality learning in the subject and the main strategies for securing good, or better, progress for all.</p> <p>2.5 Evidence of good behaviour management skills resulting in the active participation of all students in a class</p> <p>2.6 Ability to differentiate materials to meet the needs of learners</p> <p>2.7 Successful experience working with young people in a pastoral capacity (eg as form tutor)</p>	<ul style="list-style-type: none"> An experienced teacher will have the ability to consistently teach lessons that are at least good. Ability to teach to A-level 	<p>Verified examination results.</p> <p>Lesson observation</p> <p>Application Form</p> <p>References</p> <p>Interview</p>
3. Professional knowledge & skills		
<p>3.1 An ability to inspire and manage students effectively, thereby developing positive working relationships</p> <p>3.2 Well developed interpersonal and communication skills.</p> <p>3.3 Ability to communicate clearly in writing</p> <p>3.4 Always meets deadlines and has proven administrative abilities</p> <p>3.5 Good ICT skills including use within personal teaching.</p>	<ul style="list-style-type: none"> Evidence of teaching being enhanced by students having the opportunity to use IT to aid learning 	<p>Application form, teaching & Interview</p>

4. Personal qualities		
<p>4.1 A desire to make a difference to the lives of young people</p> <p>4.2 Belief in the importance of high expectations</p> <p>4.3 Energy, enthusiasm and creativity</p> <p>4.4 Able to work as part of a team</p> <p>4.5 Excellent time management and self-organisation</p> <p>4.6 Resilient and an ability to work calmly and effectively under pressure</p>	<ul style="list-style-type: none"> Evidence of commitment to working with students outside lesson time. 	<p>Application Form</p> <p>References</p> <p>Interview</p>
5. Safeguarding & promoting welfare of students		
<p>5.1 Motivation to work with students</p> <p>5.2 Ability to form and maintain appropriate relationships and boundaries with students</p> <p>5.3 Emotional resilience in working with challenging behaviours</p> <p>5.4 Attitudes to use of authority and maintaining discipline</p>		<p>References</p> <p>Interview</p>