

CALDICOTT SCHOOL



PERSON SPECIFICATION: Teacher

	Essential Qualities without which the applicant could not be appointed	Desirable Qualities and attributes to differentiate between applicants who meet all of the essential criteria	Method of Assessment
Education and Qualifications	Degree in a relevant subject	Qualified Teacher Status Evidence of continuous professional development	Application and Certification
Experience	Where applicable, to have a proven record of effective teaching, although this should not deter a candidate applying for their first teaching role.	Participation in and contribution to extra-curricular activities: sporting, cultural, musical etc	Application Interview
Knowledge	<ol style="list-style-type: none"> 1. High level of subject knowledge. 2. Knowledge of current curriculum issues applicable to the subject(s). 3. Theory and practice of providing effectively for the individual needs of all children – classroom organization, learning strategies and styles. 4. Ability to effectively monitor, assess, record and report pupil progress. 5. Full and realistic understanding of the level of personal and professional commitment, to Boarding School community life and the extended school day during term time. 6. Knowledge of Equality legislation and the classroom implications. 	An understanding of the independent school sector.	Observation Interview
Personal Skills, Qualities and Attributes	<ol style="list-style-type: none"> 1. Interpersonal skills – to develop good relationships with colleagues, parents and the school community. 2. Ability to: <ol style="list-style-type: none"> a. create a happy, challenging and effective learning environment b. establish a rapport with children, engaging them, 		Interview Observation

	<p>keeping them focused and motivated</p> <p>c. respond effectively to children and adapt teaching approach</p> <p>d. provide suitable progression in lessons for children</p> <p>e. demonstrate teaching and learning taking place in the classroom</p> <p>3. To be good humoured, enthusiastic, positive, warm and caring</p> <p>4. To be consistent and straightforward in dealings with others.</p> <p>5. Strong communication skills– verbal and written to a variety of audiences.</p> <p>6. Strong team working.</p> <p>7. Well organized, good planning skills.</p> <p>8. Resourceful, flexible, energetic and determined.</p> <p>9. Calm under pressure, resilient.</p> <p>10. Smart, presentable appearance.</p>		
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*In addition to a candidates' ability to perform the duties of the post the selection process will also explore issues relating to ***safeguarding and promoting the welfare of children*** including:

- 1. Motivation to work with children***
- 2. Ability to form and maintain appropriate relationships and personal boundaries with children***
- 3. Emotional resilience in working with challenging behaviors.***

All shortlisted applicants will have any relevant issues arising from his or her references taken up at interview.

Document updated: March 2015