



KING EDWARD VI
SHELDON HEATH ACADEMY

Person Specification – Subject Teacher

	ESSENTIAL	DESIRABLE	HOW ASSESSED
Qualifications	- Degree or relevant qualification and experience - Qualified Teacher Status	Evidence of continued professional development	A
Experience	- Successful teaching within Key Stage 3 – 4 providing a curriculum that ensures a high standard of achievement for all pupils. - Evidence of good or outstanding teaching which impacts children's progress.	- Working with learners from a variety of social and cultural backgrounds - Supporting learners with SEN - Working with parents / carers and multi agencies - Experience of teaching at KS5	A I R
Knowledge and Understanding	- The requirements of the National Standards for Teachers. - Monitoring, assessment, recording and reporting learners' progress - A secure understanding of assessment for learning strategies in order to impact positively on children's progress - The importance of community working - The theory and practice of providing effectively for the individual needs of all learners - Safeguarding practices - Responsibilities under the SEN Code of Practice	The importance of developing an effective learning environment to enhance learning.	A I O
Skills / Abilities	- Actively promote the school's values, aims and objectives - Develop good professional relationships within and across teams. - Establish effective relationships with learners, parents / carers and the school community	Make an additional contribution to extra-curricular activities	R A I O

	• Effectively manage challenging behaviour • Create an environment that promotes independence, creativity and challenge • Demonstrate good ICT skills • Support the development of a curriculum area • Demonstrate excellent literacy / numeracy skills • Lead and manage support staff to ensure effective learning • Reflect upon and adapt practice		
Personal Characteristics	• Professionalism • Effective communication skills • Approachability and sensitivity • Excellent organisational skills • Honesty, reliability and confidentiality • Flexibility, enthusiasm, resilience and drive • A commitment to further professional development and training • Ability to inspire, engage and motivate all learners to reach their full potential.	• Creative and dynamic approaches	I R

A = Application Form

I = Interview

R = Reference

O = Observation