



Helena Romanes School

Person Specification: Classroom Teacher

| Category | Essential | Desirable | Evidence |
|---|-----------|-----------|---|
| Qualifications | | | |
| Qualified to teach and work in the UK | ✓ | | App Form Interview References |
| Ability to teach ages 11-16 | ✓ | | |
| Ability to teach Post 16 | | ✓ | |
| Good relevant degree | ✓ | | |
| Experience, Knowledge & Understanding | | | |
| Experience of leading a team | | ✓ | App Form Interview References |
| Experience of raising attainment in a differentiated classroom environment | ✓ | | |
| Evidence of continually improving the teaching and learning of the subject through schemes of work and extracurricular activities | ✓ | | |
| Up to date knowledge in the curriculum area | ✓ | | |
| Good knowledge of pedagogy | ✓ | | |
| To be able to use ICT as a vehicle for effective learning and teaching | ✓ | | |
| Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour | ✓ | | |
| Personal Qualities | | | |
| A willingness to lead development of policies and practices and promote collective responsibility for their implementation | ✓ | | App Form |
| High expectations for accountability and consistency | ✓ | | |
| Resilience, motivation and commitment to driving up standards of achievement | ✓ | | |
| Motivation to continually improve standards and achieve excellence | ✓ | | |
| Enthusiastic, confident, positive, self-motivated and determined | ✓ | | |
| Excellent communication, planning, organisational, listening and time management skills | ✓ | | |
| Effective and systematic behaviour management, with clear boundaries, sanctions, praise and recognition | ✓ | | Interview |
| Commitment to regular and on-going professional development and training to establish outstanding classroom practice | ✓ | | |
| Readiness to reflect and self-evaluate and the ability to change, develop and improve | ✓ | | |
| Perform consistently with workload demands | ✓ | | References |
| Work effectively alone and as a part of a team | ✓ | | |



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| Commitment to the safeguarding and welfare of all students and providing equality of opportunity | ✓ | | |
| Develop positive relationships and acts as a role model to staff and students | ✓ | | |
| High levels of honesty and integrity | ✓ | | |
| Other | | | |
| The post holder will be subject to an Enhanced Disclosure & Barring Service check | ✓ | | |
| The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity | ✓ | | App Form Interview |