

Sir Charles Parsons School

Classroom Teacher with pastoral responsibility

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	A DFE recognised and relevant teaching qualification.
2	Able to design and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.
3	Recent experience of teaching secondary age students whose levels of attainment are much lower than the majority of their peers. <i>(Not applicable to NQT applicants)</i>
4	A good knowledge and understanding of primary or secondary curriculum provision and the relevant statutory and non-statutory curricula / frameworks.
5	A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies.
6	Good verbal and written communication skills.
7	Able to use ICT knowledge and skills in the learning environment.
8	Evidence of relevant and on-going professional development and training, <i>(not applicable for a NQT.)</i>

Desirable

8	Knowledge of the accredited courses commonly offered to Key Stage 4 and Post 16 students with special educational needs.
9	Ability to teach music, English or literacy
10	Experience of teaching basic literacy skills.
11	Knowledge of augmentative communication systems.
12	Other interests / expertise that would benefit learners and the school.

Part B: Assessment Stage

Items 1 - 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress.
2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Able to engage and motivate learners in the school environment.
4	An ability or willingness to teach across the secondary age range.
5	Have positive values, attitudes and have high expectations for learners.
6	Be aware of current legislation, policies and guidance on the safeguarding of

	learners and the promotion of their well-being.
7	Able to work collaboratively, co-operatively and effectively as member of the school team and contribute to the professional development of colleagues, including the sharing effective practice.
8	Able to plan, organise and prioritise and manage time effectively.
9	A sense of humour and good interpersonal skills.
10	Have a positive attitude to change and a focus on finding creative answers to problems.

Desirable

11	Willing and able to contribute to extra-curricular activities.
12	Willing and able to contribute to whole school development initiatives, school improvement planning and self-evaluation.

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	Yes	Structured discussion with pupils	Yes
Informal discussion with potential colleagues	Yes		

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Criminal Records Bureau
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Qualified teacher Status
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Medical clearance