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| Person Specification |

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| Job Details | |
| **School Name** | **Turton School** |
| **Job Title** | **Qualified Teacher** |
| **Grade** | **Qualified Teacher Pay Scale** |

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|  | Essential | Desirable |
| **Qualifications** | * Qualified Teacher Status * A good relevant degree |  |
| **Experience** | * Proven skills in working with a wide range of pupils | * Experience of recent professional development |
| **Skills and knowledge** | * High level teaching and organisation skills * Sound understanding of current issues relating to the subject * Good time management skills * Good interpersonal and communication skills | * Good ICT skills |
| **Curriculum** | * Knowledge of current curriculum developments * Ability to plan and prepare schemes of work for the delivery of lessons in all key stages |  |
| **Relationships** | * Ability to form and maintain appropriate relationships and personal boundaries with children and young people * Evidence of ability to create a challenging and effective learning environment * A belief in comprehensive education, commitment to equal opportunities, involving parents, Governors and the local community |  |
| **Other key qualities** | * A good attendance record and punctuality * A sense of humour and a passion for teaching * Enthusiasm for working with children and young people * A good level of personal organisation * Ability to put things in perspective * Ability to work as part of a team |  |
| **Work Related Circumstances** | * This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment |  |

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| Version Control | |
| **Person Specification prepared by:** | School’s HR |
| **Person Specification updated:** |  |

# Core Competencies

These core competencies are considered essential for all roles within this school. Please be prepared to be assessed on any of these during the interview process and, for the successful applicant, throughout the probationary period.

**Developing Self and Others**

Promote a learning environment to embed a learning culture. Support others to develop their skills and knowledge to fulfil their potential. Actively pursue your own development.

**Equality and Diversity**

Uphold the principles of fairness and the Equality Act 2010 in all undertakings as an employee of the school, including providing a fair, accessible service irrespective of customer’s race, religion, gender, sexuality, disability or age.

**Code of Conduct**

Sets out behavioural expectations for employees towards colleagues, managers and the wider school. It emphasises open communication, professionalism, respect, and adherence to laws.

**Health and Safety**

Take responsibility for the health and safety of yourself and others who may be affected by your acts or omissions, and comply with all health and safety legislation, policy and safe working practice, including participating in training activities necessary to your post.

**Data Protection and Confidentiality**

Ensure that any personal data or confidential data you hold is kept securely and is not disclosed, whether electronically, verbally or in writing, to any unauthorised third party. Follow school policies and procedures on dealing with personal information and information assets, including the Code of Conduct, Information Management, and ICT Acceptable Use. Personal or confidential data should only be accessed or used for school purposes.

**Working Hours**

The nature and demands of the role are not always predictable and there will be an expectation that work will be required outside of normal hours from time to time.

**Safeguarding**

This School is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Should the role involve working with the above groups, you will be subject to an Enhanced Disclosure and Barred List check by the Disclosure and Barring Service.