



BISHOP VESEY'S GRAMMAR SCHOOL

PERSON SPECIFICATION TEACHING POSTS

Method of Assessment:

AF = Application Form I = Interview T = Test LO = Lesson Observation

CRITERIA	ESSENTIAL	M.O.A
QUALIFICATIONS	Good honours degree in a relevant subject. Qualified Teacher Status	AF/I
PROFESSIONAL DEVELOPMENT	A commitment to continuing professional development	AF/I
EXPERIENCE	Proven track record of excellence in the classroom or on a Teacher Training Programme.	AF/I/LO
KNOWLEDGE & UNDERSTANDING	<p>Excellent subject knowledge.</p> <p>To understand and develop sound practical competence in the use of data to raise achievement.</p> <p>To be aware of any national curriculum requirements and the requirements for assessment, monitoring, evaluation, recording and reporting of students' attainment and progress.</p> <p>To understand, and be passionate about further developing, the characteristics of high quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and achievement for all students.</p> <p>To understand baseline data (eg SATs, Midyis) and how it can be used to inform teaching.</p> <p>To demonstrate awareness of the most important recent trends and developments in education.</p> <p>To understand the relationship of the subject to the curriculum as a whole.</p> <p>To demonstrate awareness of the challenges and demands of teaching very able students.</p>	AF/I/LO/T
SKILLS AND ABILITIES	<p>Excellent interpersonal, communication, team working skills.</p> <p>Excellent time management skills and the ability to work to deadlines.</p> <p>Effective organisational skills and attention to detail.</p> <p>Ability to listen, reflect and have the capacity to be flexible.</p> <p>Effective management of student behaviour and emotional resilience to challenging behaviour.</p> <p>Competence in ICT including the use of Virtual Learning Environments.</p> <p>Ability to teach and motivate students in the 11-18 age range.</p> <p>Communicate passion and enthusiasm for his/her subject.</p> <p>Stamina to cope with the demands of the role.</p>	AF/I/LO/T

ATTITUDES & VALUES	<p>High expectations: commitment to the achievement of high standards by students.</p> <p>Positive attitude to the use of authority and maintenance of discipline.</p> <p>Commitment to equality of opportunity and creating an ethos where all are respected, feel valued and enabled to work effectively.</p> <p>Commitment to the vision and values of the school and an ability to enthuse others.</p> <p>Determination to build professional relationships and work sensitively with all colleagues, students, parents, Governors and outside agencies.</p> <p>Commitment to the pastoral life of the School.</p> <p>Willingness to contribute to the School's wide range of extra-curricular activities.</p>	AF//LO
PERSONAL QUALITIES	<p>Self-motivated, self-reliance and self-confidence.</p> <p>Inspire trust and confidence of staff, students, parents and governors.</p> <p>Integrity.</p> <p>Positive and enthusiastic outlook.</p> <p>Passion for teaching and learning.</p>	AF//LO
CONTRA INDICATORS	<p>Criminal convictions involving offences against children.</p> <p>Prohibition Order from teaching.</p>	AF/I

January 2025