



**HALL GREEN SCHOOL
PERSON SPECIFICATION
POST: TEACHER WITH TLR RESPONSIBILITY**

Salary Range/Grade: Main Pay Scale/Upper Pay Scale + TLR 2.1 £3,340.00

Responsible to: Head of Department

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job.

Essential (E): without which candidate would be rejected

Desirable (D): useful for choosing between two good candidates.

Please make sure, when completing your application form, you give clear examples of how you meet the essential and desirable criteria.

Attributes	Essential	How Measured A – Application I – Interview Q – Qualification R – Reference	Desirable	How Measured A – Application I – Interview Q – Qualification R – Reference
Qualifications	<ul style="list-style-type: none"> Honours Degree or Equivalent Qualified Teacher Status 	A	<ul style="list-style-type: none"> Evidence of further professional development or other qualifications 	A
Professional Experience Skills	<ul style="list-style-type: none"> Experience and understanding of teaching and learning across the secondary age range Experience of leading training and other staff development activities Demonstrate good subject and curriculum knowledge Plan and teach well-structured lessons Ability to prioritise, work under pressure and meet deadlines Effective administration and organisational skills 	<p>A, R</p> <p>A, R, I</p> <p>A, I</p> <p>I</p> <p>I</p> <p>I</p>	<ul style="list-style-type: none"> Proven track record of successful leadership Successful experience of raising achievement across own and others' teaching Responsibility for developing, monitoring and evaluating aspects of school provision Experience of contributing to self-evaluation and school improvement Experience of leading and managing people 	<p>A, R, I</p> <p>A, R, I</p> <p>A, R</p> <p>A, R</p> <p>A, R</p>
Knowledge and Understanding	<ul style="list-style-type: none"> In-depth knowledge of curriculum development and effective pedagogy 	A, I		

Attributes	Essential	How Measured A – Application I – Interview Q – Qualification R – Reference	Desirable	How Measured A – Application I – Interview Q – Qualification R – Reference
Knowledge and Understanding continued	<ul style="list-style-type: none"> • A proven track record as an excellent teacher • In-depth knowledge and understanding of the curriculum • Sound understanding of assessment, recording and reporting • Knowledge and understanding of safeguarding 	<p>I</p> <p>I</p> <p>A, I</p> <p>A, I</p>		
Personal Attributes	<ul style="list-style-type: none"> • Value all children and be committed to the development of the whole child • Relate well to students, staff and parents and care about their individual needs • Able to adapt to changing circumstances and new ideas in a positive and creative manner • Has high expectations of self and others • Energy and enthusiasm • Integrity and loyalty • A good sense of humour • Resilience, determination and passion to succeed • Commitment to an open, collaborative style of management 	<p>A, I, R</p> <p>A, I, R</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I</p> <p>A, I, R</p> <p>A, I, R</p>		
Equal Opportunities	<ul style="list-style-type: none"> • Knowledge of and commitment to equal opportunities issues as they relate to education and schools 	A, I, R		
Safeguarding	<ul style="list-style-type: none"> • The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. 			

We will consider any reasonable adjustments under the terms of the Equality Act 2010 to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

Hall Green School is committed to safeguarding and promoting the welfare of its pupils and expects all those working at the School to share this commitment. Successful applicants will be required to undergo pre-appointment checks appropriate to the post, including checks with past employers and Enhanced Disclosure and Barring Checks.