



## Person Specification

**Job Title:** Teacher of Science  
**Responsible To:** Curriculum Leader of Science  
**Grade:** Main/Upper Pay Range

Essential	Desirable	Source of Evidence
<p><b>1. Qualifications and Training</b></p> <ul style="list-style-type: none"> <li>• Qualification Teacher Status (QTS)</li> <li>• Evidence of continued career development</li> </ul>		<p>Application form Written Reference</p>
<p><b>2. Experience</b></p> <ul style="list-style-type: none"> <li>• Experience of teaching in Key Stage 3 and 4, with evidence of having achieved successful pupil outcomes</li> <li>• Knowledge and understanding of how children learn</li> <li>• A sound grasp of the concept of inclusive practice</li> <li>• Knowledge of issues relating to equal opportunities; multi-cultural education; personal and social education; special educational needs and how to meet the needs of gifted children</li> <li>• A clear grasp of the Key Stage 3 and 4 curriculum</li> <li>• Knowledge of current educational issues.</li> </ul>		<p>Application Form Written Reference Selection Activity Formal Interview</p>

<p><b>3. Professional Knowledge</b></p> <p>A clear and good understanding of current educational issues, theory and practice, with particular regard to:</p> <ul style="list-style-type: none"> <li>• The National Curriculum;</li> <li>• Subject Specialism;</li> <li>• Equality and issues relating to pupils' access to teaching;</li> <li>• Classroom organisation and class management</li> </ul>		<p>Application Form Selection Activity Formal Interview</p>
<p><b>4. Professional Skills</b></p> <p>The ability to create a safe and rich learning environment involving:</p> <ul style="list-style-type: none"> <li>• Clear ideas for, and demonstrated experience of, classroom organisation, planning and record keeping;</li> <li>• A good understanding of child development and the ability to differentiate and select appropriate resources in accordance with pupils' ability.</li> <li>• Creating a stimulating and enriching visual environment for the classroom;</li> <li>• The ability to work closely with teaching and support staff in developing the school curriculum and the pastoral work of the school;</li> <li>• The ability and willingness to work with parents and encourage their active participation in Education</li> </ul>	<ul style="list-style-type: none"> <li>• Competence in a range of ICT applications</li> </ul>	<p>Application Form Selection Activity Formal Interview</p>

<p><b>5. Personal Attributes</b></p> <ul style="list-style-type: none"> <li>• Good written and oral communication skills;</li> <li>• Flexibility and willingness to be involved in the school and see the school as a community</li> <li>• Good health and attendance record</li> <li>• A willingness to embrace change</li> <li>• Capacity to deal directly and thoroughly with problems and to see them through in a detailed and complete manner</li> <li>• A personal concern and warmth for the success and well-being of students and colleagues.</li> <li>• Ability to uphold our core values of respect, honesty and resilience.</li> </ul>		<p>Written Reference Application Form Selection Activity Formal Interview</p>
<p><b>6. Personal</b></p> <p>Able to demonstrate a commitment to:</p> <ul style="list-style-type: none"> <li>• Equal opportunity for all school users;</li> <li>• Encouraging children to develop self-esteem and tolerance of others;</li> <li>• Furthering your own professional knowledge, skills and experience.</li> </ul>		<p>Letter of Application Formal Interview Selection Activity</p>

### 7. Safeguarding Children

- Able to form and maintain appropriate relationships and personal boundaries with children
- Has appropriate motivation to work with children and young people
- Has the ability to maintain appropriate relationships and personal boundaries with children and young people
- Has emotional resilience in working with challenging behaviours; and appropriate attitudes to the use of authority and maintaining discipline
- Demonstrate commitment to safeguarding and promoting the welfare of children and young people in accordance with the DfE statutory guidance Keeping Children Safe in Education.

Selection Activity  
Written Reference  
Formal Interview