

**Brixham College**  
**PERSON SPECIFICATION Post Title: Teacher**

| Career Grade:                     | Essential Criteria   | Method of Assessment/<br>Source of Information |
|-----------------------------------|--|--|
| <b>Key Skills &amp; Abilities</b> | <u>Training, Qualifications, Experience</u>  |  |
|                                   | To be a qualified teacher  | Application form                               |
|                                   | To have attended recent, relevant courses  | Application Form                               |
|                                   | To have experience of teaching children in the secondary age range                                   | Application Form                               |
|                                   | To have relevant experience of professional development and self awareness of professional needs     | Application Form                               |
|                                   | <u>Interpersonal Skills:</u><br><i>To be able to communicate and co operate effectively by:</i>      |  |
|                                   | Being aware of the need to develop appropriate social values and standards                           | Interview                                      |
|                                   | Making use of speaking and listening skills in different teaching contexts                           | Interview                                      |
|                                   | Establishing and maintaining good relationships, in particular with students, parents and colleagues | Interview                                      |
|                                   | <u>Management and Organisation</u><br><i>To be able to manage and organise effectively by:</i>       |  |
|                                   | Matching the teaching to the students individual needs   | Interview/Application Form                     |
|                                   | Working collaboratively within the team of teachers and in the classroom                             | Interview/Application Form                     |
|                                   | Using a variety of teaching styles, including individual, group and whole class approaches           | Interview/Application Form                     |
|                                   | Planning and organising the curriculum to the appropriate level                                      | Interview/Application Form                     |
|                                   | Creating a purposeful, orderly, supportive and stimulating environment for students learning         | Interview/Application Form                     |
|                                   | <u>Curriculum</u><br><i>To be able to teach effectively and ensure continuity by:</i>                |  |
|                                   | Promoting the social, cultural, spiritual and moral development of all students                      | Interview/Application Form                     |
|                                   | Demonstrating clear current knowledge in the relevant subject area                                   | Interview/Application Form                     |

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|---|----------------------------|
| Planning, developing and monitoring appropriate learning activities                           | Interview/Application Form |
| Understanding that the role of the College is to provide effective education for all students | Interview/Application Form |
| Being aware of the need to maximise the potential of ICT as an aid to learning                | Interview/Application Form |
| Assessing, recording and reporting on students learning                                       | Interview/Application Form |
| <u>Special Knowledge</u><br>Understanding and awareness of:                                   |                            |
| The learning, social, cultural and pastoral needs of students                                 | Interview/Application Form |
| <u>Work related Circumstances</u>   |                            |
| The equal opportunities policy  | Interview/Application Form |
| Developing the role of parents and carers as partners in their children's education           | Interview/Application Form |