

THE BISHOP OF WINCHESTER ACADEMY

PERSON SPECIFICATION – TEACHER

This person specification will be used in shortlisting and interviewing to select the best candidate. Each applicant should, therefore, address the person specification in your written application and where appropriate you should give examples of how you meet the criteria.

We understand that candidates may not meet all the criteria, however successful candidates will have the drive and determination to progress towards these ideals.

	Essential	Desirable	Method of Assessment
Ethos			Application – A Interview - I
Support the sponsors’ vision, Christian Ethos and values that are embedded in the day-to-day and long-term running of the academy.	✓		I
Each post holder must share the commitment of the sponsors’ principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope.	✓		I
In sympathy with the ethos of the academy, including a commitment to co-operation and helpfulness and a concern for the wellbeing of others	✓		I
All academy post-holders are expected to contribute to the development of young people and the community.	✓		I
Experience			
Evidence of good classroom practice and setting high expectations	✓		A & I
Evidence of effective and engaging teaching methods	✓		A & I
High quality teaching to students of all abilities, promoting a love of learning	✓		A & I
Use of ICT to support planning, research, teaching and learning, data storage, monitoring and presentation		✓	A & I
Skills, Knowledge and Abilities			
Knowledge and understanding of safeguarding issues in education	✓		A & I
Good understanding of effective and engaging teaching methods	✓		A & I
Creative ways to enable students to recall and master content		✓	A & I
The ability to engage, enthuse and motivate students and parents	✓		A & I
Strong subject knowledge and knowledge of the curriculum	✓		A & I
An understanding of the use of assessment to inform planning	✓		A & I
Evidence of improved student outcomes	✓		A & I
Strong classroom presence and ability to manage behaviour effectively in line with academy policy	✓		A & I
The ability to plan lessons and sequences of lessons with clear objectives	✓		A & I
The ability to set consistently high expectations for all students through classwork and homework	✓		A & I
The ability to manage time effectively and prioritise work	✓		A & I
The ability to support students’ wellbeing	✓		A & I
Understanding of mediation, de-escalation and conflict resolution		✓	A & I
Understanding of current educational issues and initiatives		✓	A & I
Evidence of making a positive contribution to the wider life and ethos of an academy or school		✓	A & I
Education, Training and Qualifications			
A good honours degree or equivalent, and QTS	✓		A & I
A good honours degree or equivalent, and PGCE		✓	A & I
Evidence of further subject based professional development		✓	A & I
Qualified to work in the UK	✓		A & I
Personal and other			
Enthusiastic, positive and willing to ‘go the extra mile’	✓		I
Willing to reflect on own practice, seeking constant improvements as part of own development	✓		I

High professional standards at all times	✓		
Commitment to own professional development and to supporting others	✓		
Acts with honesty and integrity	✓		
Willingness to embrace change and new ideas	✓		
Respects different social backgrounds and needs of students, committing to comprehensive and inclusive education	✓		
Believes all students can achieve and passionate about ensuring this happens	✓		
Fully committed to all Academy Policies	✓		

This role is covered under part 7 of the Immigration Act 2016 and therefore the ability to speak fluent spoken English is an essential requirement for this role.