

PERSON SPECIFICATION

Science Teacher

Qualification Criteria	Essential	Desirable	Method of Assessment
Relevant degree or equivalent	√		AF, C
Qualified Teacher Status	√		AF, C
Two B grades in a science (or one and Maths) at A Level	√		AF, C
Evidence of further learning in ASD/SEN		√	AF, C
Team Teach qualification		√	AF, C
Knowledge and Experience	Essential	Desirable	Method of Assessment
Evidence of being, or having the potential to be, an outstanding teacher of the subject	√		AF, I, R
Ability to teach science to GCSE standard	√		AF, I, R, A
Up to date knowledge in the curriculum area	√		AF, I, R, A
An understanding of what an outstanding education looks like in the classroom	√		AF, I, R
An understanding of the strategies needed to establish consistently high expectations	√		AF, I, R
Experience of teaching in a SEN school		√	AF, I, R
Experience in providing pastoral care for pupils		√	AF, I, R
Skills and Abilities	Essential	Desirable	Method of Assessment
Excellent classroom teacher, or potential to be one, with the ability to reflect on lessons and continually improve their own practice	√		AF, I, R, A
Demonstrates resilience, motivation and commitment to driving up standards of achievement	√		AF, I, R, A
Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards	√		AF, I, R, A
Thinks strategically about classroom practice and tailoring lessons to pupils needs	√		AF, I, R, A
Understands and interprets complex pupil data to drive lesson planning and pupil attainment	√		AF, I, R, A
Good communication, planning and organisational skills	√		AF, I, R, A
Effective listening skills that lead to a strong understanding of others	√		AF, I, R
Effective team worker	√		AF, I, R
Able to work effectively with others to problem solve adopting a collaborative style	√		AF, I, R
Ability to deliver training to educational professionals and parents		√	AF, I, R
Personal Aptitudes and Approach	Essential	Desirable	Method of Assessment
Vision aligned with Talbot House Trust's aspirations	√		AF, I, R
Able to act as a role model to staff and students	√		AF, I, R
Genuine passion and a belief in the potential of every pupil	√		AF, I, R
High expectations for accountability and consistency	√		AF, I, R
Commitment to regular and on-going professional development and training to establish outstanding classroom practice	√		AF, I, R
Commitment to the safeguarding and welfare of all pupils	√		AF, I, R
Other	Essential	Desirable	Method of Assessment
Enhanced clearance from Disclosure and Barring Service	√		C

