



Todmorden

High School

Person Specification

Attribute	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> Good honours degree in relevant subject Qualified Teacher Status 	<ul style="list-style-type: none"> Degree in Humanities 	<ul style="list-style-type: none"> Application References
Knowledge and skills	<ul style="list-style-type: none"> Ability to teach Geography to GCSE standard Excellent classroom practitioner Interactive use of ICT systems for teaching and learning Knowledge of new National Curriculum Use of intervention strategies to raise attainment of learners 	<ul style="list-style-type: none"> Ability to teach additional subjects 	<ul style="list-style-type: none"> Application References Interview
Experience	<ul style="list-style-type: none"> Two or more years successful Geography teaching Excellent record of student performance in public examinations Significant record of contribution to extra curricular activities 	<ul style="list-style-type: none"> Experience of delivering INSET 	<ul style="list-style-type: none"> Application References Interview
Continuous Professional Development	<ul style="list-style-type: none"> Evidence of commitment to personal CPD 		<ul style="list-style-type: none"> Application
Personal Qualities	<p>Professionalism – a core of strongly held and enacted values</p> <ul style="list-style-type: none"> Respect for others – The underlying belief that individuals matter and deserve respect Challenge and support – A commitment to do everything possible for each student and enable all students to be successful Confidence – The belief in ones ability to be effective and take on challenges Self Learning – A commitment to developing understanding and learning new skills to become a better teacher <p>Creating trust – Being consistent and fair. Keeping one's word</p> <p>Thinking – the drive to ask 'why?' and see patterns</p> <ul style="list-style-type: none"> Analytical thinking – The ability to think logically, break things down and recognise cause and effect Conceptual thinking – The ability to see patterns and links, even when there is a lot of detail <p>Planning and setting expectations – targeting energy and effort where it will make the most difference to students</p> <ul style="list-style-type: none"> Drive for improvement – relentless energy for setting and achieving challenges Information seeking – a drive to find out more and get the full story. Intellectual curiosity Initiative – the drive to act now to anticipate and pre-empt events 		<ul style="list-style-type: none"> Application References Interview



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	<p>Leading – directing, inspiring and motivating others</p> <ul style="list-style-type: none">• Flexibility – The ability and willingness to adapt to the needs of a situation and change tactics• Holding people accountable – The drive and ability to set clear expectations and parameters and to hold others accountable for performance• Managing students – The drive and ability to provide a clear direction to students and to enthuse and motivate them• Passion for learning – The drive and ability to support students in their learning and to help them become more confident, independent learners <p>Relating to others – managing one’s interactions and relationships effectively</p> <ul style="list-style-type: none">• Impact and influence – The ability and drive to produce positive outcomes by impressing and influencing others• Empathy – The drive and ability to understand others and why they behave as they do• Team working – The ability to work with others to achieve shared goals	
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The above list is not exhaustive or exclusive. The role requires the post holder to be professional, cooperative and flexible in line with the needs of the School.

The post holder is required to undertake additional such duties as may be reasonably be expected within the scope and grading for the post.