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| <b>JOB TITLE:</b> | <b>Teacher of History/Geography</b> |
| <b>DATE:</b>      | <b>September 2019</b>               |
| <b>STATUS:</b>    | <b>Final</b>                        |

| <b>CRITERIA</b>  | <b>Essential/<br/>Desirable</b> | <b>Application</b> | <b>Tasks</b> | <b>Interview</b> | <b>Vetting<br/>checks</b> |
|--|---------------------------------|--------------------|--------------|------------------|---------------------------|
| <b>Knowledge and qualifications</b>  |                                 |                    |              |                  |                           |
| 1. Qualified teacher status  | E                               | ✓                  |              |                  | ✓                         |
| 2. BA Degree in the subject area (or related to the subject area) or relevant in depth knowledge of subject area   | E                               | ✓                  |              |                  | ✓                         |
| 3. Evidence of designing and teaching effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs | E                               | ✓                  | ✓            |                  | ✓                         |
| 4. Good knowledge and understating of the National Curriculum and/or Post16 curriculum relevant to point 3 above   |                                 |                    |              |                  |                           |
| 5. Evidence of personal commitment to lifelong learning  | E                               | ✓                  |              | ✓                |                           |
| 6. Evidence of applying up to date working knowledge and understanding of teaching, learning and behaviour management strategies in practice   | E                               | ✓                  |              | ✓                |                           |
| 7. Thorough understanding of how young people learn and the core features of an effective curriculum   | E                               |                    | ✓            | ✓                |                           |
| 8. Evidence of relevant and on-going professional development  | E                               | ✓                  |              | ✓                |                           |
| <b>Experience</b>  |                                 |                    |              |                  |                           |
| 9. Successful track record as a teacher that demonstrates high quality teaching and learning and positive impact on learner outcomes   | E                               | ✓                  |              |                  | ✓                         |
| 10. Evidence of teaching KS3 & KS4   | E                               | ✓                  |              | ✓                |                           |
| 11. Experience of contributing to the design, delivery and evaluation of an area of the school curriculum  | E                               | ✓                  |              |                  | ✓                         |
| 12. Experience of working collaboratively with peers across own school to achieve shared priorities  | D                               | ✓                  |              |                  | ✓                         |
| 13.  |                                 |                    |              |                  |                           |
| <b>Skills and competencies</b>   |                                 |                    |              |                  |                           |
| 14. Models good practice and leads by example with integrity, positivity, creativity, resilience and clarity   | E                               |                    | ✓            | ✓                |                           |
| 15. Good written and communication skills  | E                               | ✓                  |              | ✓                |                           |
| 16. Demands ambitious standards and high expectations for all learners   | E                               |                    | ✓            | ✓                |                           |
| 17. Understanding to enabling teaching in KS5  | D                               | ✓                  |              | ✓                |                           |
| 18. Effectively manages own behaviour and relationships with others to provide appropriate support and challenge   | E                               |                    | ✓            | ✓                |                           |
| 19. Effective oracy and written communication skills for a range of  | E                               |                    | ✓            | ✓                |                           |



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|---|-------------------------|-------------|-------|-----------|-------------------|
| audiences   |                         |             |       |           |                   |
| 20. Willing and able to contribute to extra-curricular activities   | D                       | ✓           |       | ✓         |                   |
| 21. Willing and able to contribute to whole school development initiatives/school improvement/planning/self-evaluation  | D                       | ✓           |       | ✓         |                   |
| 22. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline | E                       |             |       | ✓         | ✓                 |
| <b>Other</b>  |                         |             |       |           |                   |
| 23. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role  | E                       | ✓           |       | ✓         | ✓                 |
| 24. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role  | E                       |             |       |           | ✓                 |