



**Holywell School**  
 A Church of England School  
 Providing a Values-based education  
**SCIENCE TEACHER**  
**PERSON SPECIFICATION**



		<b>Essential Attributes</b>	<b>Desirable Attributes</b>	<b>Evidence</b>
<b>1</b>	<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Qualified Teacher Status</li> <li>To be able to teach within the range 9 - 13 years.</li> </ul>	<ul style="list-style-type: none"> <li>B.Ed Degree or Degree &amp; P.G.C.E.</li> <li>M.A.</li> </ul>	Application form.
<b>2</b>	<b>Experience of</b>	<ul style="list-style-type: none"> <li>teaching students in the 9 - 13 age range.</li> <li>teaching Science</li> <li>using ICT to support students in this age range</li> <li>active involvement in extra-curricular activities</li> </ul>	<ul style="list-style-type: none"> <li>teaching in the 11-18 age range</li> <li>teaching an additional curriculum area</li> </ul>	Application form and interview.  Reference.
<b>3</b>	<b>Knowledge and Understanding</b>	The Teacher must have a good knowledge and understanding of: <ul style="list-style-type: none"> <li>the KS2 and KS3 national curriculum Science</li> <li>how to ensure students make good progress in Science</li> <li>how to inspire, motivate and challenge students in KS2 and KS3</li> <li>current educational debates, supporting raising student outcomes</li> <li>how to plan and teach well-structured lessons</li> <li>the theory and practice of providing effectively for the individual needs of all children and knowing how to adapt teaching to respond to the needs and strengths of all students</li> <li>how to make accurate and productive use of assessment Inc. knowledge of statutory assessment requirements)</li> <li>how to manage behaviour effectively to ensure a good and safe learning environment</li> <li>how to keep children safe and what constitutes safer working practices</li> </ul>	Ideally, the teacher will have knowledge and understanding of: <ul style="list-style-type: none"> <li>the KS4 national curriculum for Science</li> <li>Current best practice and research in teaching Science</li> <li>Current best practice and research in teaching, learning and assessment</li> <li>Assessment for Learning</li> </ul>	Application form and interview.  Reference

		<b>Essential Attributes</b>	<b>Desirable Attributes</b>	<b>Evidence</b>
<b>3</b>	<b>Skills / Aptitude</b>	<p>The teacher must have the following skills:</p> <ul style="list-style-type: none"> <li>• Be able to establish a safe and stimulating environment for students, rooted in mutual respect</li> <li>• Be able to create a happy, challenging and effective learning environment which enables effective learning to occur, including creating lessons which interest and enthuse students, supported by clear positive behaviour management practice.</li> <li>• Be able to set goals that stretch and challenge students of all backgrounds, abilities and dispositions</li> <li>• Be able to demonstrate consistently the positive attitudes, values and behaviour which are expected of students</li> <li>• Be able to provide incisive feedback about what students can do to improve their knowledge, understanding and skills.</li> <li>• Be able to plan, deliver and evaluate effective learning experiences</li> <li>• Be able to manage conflict effectively and peacefully</li> <li>• Be able to provide parents and other stakeholders with clear and timely information on how well students are progressing and how well students are doing in relation to the standards expected.</li> <li>• Be able to help parents about how to support their child to improve.</li> <li>• Strong interpersonal and communication skills</li> <li>• Emotional awareness</li> <li>• Literacy, numeracy and ICT skills</li> <li>• Effective questioning skills</li> <li>• To be personable and approachable, capable of working well with colleagues.</li> </ul>	<ul style="list-style-type: none"> <li>• To be able to articulate enthusiasm and beliefs in a positive way.</li> </ul>	<p>Application form and interview.</p> <p>Reference.</p>
<b>4</b>	<b>Philosophy &amp; Practice</b>	<ul style="list-style-type: none"> <li>• To express a clear educational philosophy, for promoting the learning and personal development of all students rooted in clear values of respect, hope and dignity.</li> <li>• Reflective practitioner / Self-aware.</li> <li>• Growth Mindset.</li> <li>• Evidence of attending to personal professional development</li> <li>• Commitment to safeguarding</li> <li>• Commitment to upholding the values and beliefs commensurate with working in a Church of England school</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working in a values-school</li> <li>• Experience of working in a Church of England School</li> </ul>	<p>Application form and interview.</p>
<b>5</b>	<b>Other</b>	<ul style="list-style-type: none"> <li>• Commitment to providing a high standard of work.</li> <li>• Works within professional boundaries</li> <li>• Clear, high standard application that responds well to the job description and person specification.</li> </ul>		<p>Application form and interview.</p>