



# LONGBENTON HIGH SCHOOL

## Teacher of Science Person Specification

|                                     |  |
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| <b>Job Title</b>                    | Teacher of Science (Chemistry + Psychology)                          |
| <b>Salary</b>                       | MPS  |
| <b>Contract</b>                     | Permanent. Full time (but open to considering part time applicants). |
| <b>Responsible to</b>               | Curriculum Leader of Science   |
| <b>Date of person specification</b> | January 2025   |
| <b>Start date</b>                   | September 2025   |

| CATEGORY                          | ESSENTIAL  | DESIRABLE  | WHERE IDENTIFIED  |
|-----------------------------------|--|--|---|
| <b>APPLICATION</b>                | <ul style="list-style-type: none"> <li>→ Fully supported by references</li> <li>→ Well-structured and completed application</li> </ul>   |  | <ul style="list-style-type: none"> <li>→ Application Form</li> <li>→ Reference</li> </ul>                       |
| <b>QUALIFICATIONS</b>             | <ul style="list-style-type: none"> <li>→ Good degree qualification in subject taught or equivalent in associated discipline</li> <li>→ Qualified Teacher Status</li> </ul>   | <ul style="list-style-type: none"> <li>→ Strong academic profile</li> <li>→ Additional CPD or evidence of commitment to wider learning</li> <li>→ Chemistry background</li> <li>→ Psychology background or experience</li> </ul>   | <ul style="list-style-type: none"> <li>→ Application form</li> </ul>  |
| <b>TRAINING</b>                   | <ul style="list-style-type: none"> <li>→ Evidence of good quality Professional Development (or engagement in training if ITT/ECT)</li> </ul>   |  | <ul style="list-style-type: none"> <li>→ Application Form</li> <li>→ Interview</li> </ul>                       |
| <b>EXPERIENCE &amp; KNOWLEDGE</b> | <ul style="list-style-type: none"> <li>→ Successful teaching experience at secondary level (can be teaching practice)</li> <li>→ Understanding of theory and practice of effective teaching and learning</li> <li>→ Knowledge of subject and curriculum requirements/specifications at KS3 and KS4.</li> <li>→ Experience of making a significant impact upon children's learning and progress</li> <li>→ Experience of tracking, monitoring and assessing pupils to support progression for all learners</li> <li>→ Potential to grow into an excellent practitioner if ITT/ECT</li> <li>→ Understanding of the importance of being a Form Tutor</li> <li>→ Understanding of the importance of having high expectations for all students</li> <li>→ Understanding of inclusive provision and practices which offer equality of access to the curriculum for all students, including SEND</li> </ul> | <ul style="list-style-type: none"> <li>→ Experience teaching KS5; curriculum knowledge at KS5</li> <li>→ Experience working with parents and outside agencies</li> <li>→ Experience being a form tutor</li> <li>→ A thorough and up to date knowledge of teaching and wider curriculum developments</li> </ul> | <ul style="list-style-type: none"> <li>→ Application Form</li> <li>→ References</li> <li>→ Interview</li> </ul> |
| <b>SKILLS</b>                     | <ul style="list-style-type: none"> <li>→ Able to demonstrate an understanding of lesson planning, delivery and assessment to support progression for all learners</li> <li>→ High quality and reflective practitioner</li> </ul>   | <ul style="list-style-type: none"> <li>→ Ability to enhance the practice of others</li> </ul>  | <ul style="list-style-type: none"> <li>→ Application Form</li> <li>→ References</li> <li>→ Interview</li> </ul> |

|                             |  |  |   |
|-----------------------------|--|--|---|
|                             | <ul style="list-style-type: none"> <li>→ Ability to utilise a range of teaching styles and strategies to ensure high levels of learning and achievement</li> <li>→ Ability to deliver well differentiated lessons to ensure stretch and challenge for all students</li> <li>→ Ability to motivate and enthuse young people</li> <li>→ Ability to understand how children learn</li> <li>→ Ability to readily establish professional relationships and work as part of a team</li> <li>→ Good organisational and interpersonal skills</li> <li>→ Good written, verbal and ICT skills</li> <li>→ Flexibility and adaptability in order to be able to work and communicate with adults, parents and other external agencies</li> </ul>  |  |   |
| <b>SPECIALIST KNOWLEDGE</b> | <ul style="list-style-type: none"> <li>→ Knowledge of the structure and content of the current curriculum in KS3 and 4</li> <li>→ Awareness of current GCSE syllabus development</li> </ul>  | <ul style="list-style-type: none"> <li>→ Knowledge of the structure and content of the current curriculum in KS5 and forthcoming changes</li> </ul>          | <ul style="list-style-type: none"> <li>→ Application Form</li> <li>→ References</li> <li>→ Interview</li> </ul> |
| <b>PERSONAL ATTRIBUTES</b>  | <ul style="list-style-type: none"> <li>→ Integrity, tact, discretion, warmth and a belief in service to others</li> <li>→ Not motivated by ego, status or title</li> <li>→ Decisive, determined and self-confident without being arrogant</li> <li>→ Commitment to comprehensive and inclusive education</li> <li>→ Passion for teaching and learning</li> <li>→ Positive, enthusiastic and optimistic</li> <li>→ A sense of humour; resilience</li> <li>→ A team player who will work collaboratively</li> <li>→ Ability to work under pressure and prioritise effectively whilst still maintaining an appropriate work/life balance; prioritising health and wellbeing in order to teach well</li> <li>→ Commitment to maintaining confidentiality at all times</li> <li>→ Commitment to the safeguarding, equality and welfare of all students</li> <li>→ Excellent attendance and punctuality</li> <li>→ Good command of English language</li> </ul> | <ul style="list-style-type: none"> <li>→ A commitment to extracurricular activities and willingness to contribute to school culture and community</li> </ul> | <ul style="list-style-type: none"> <li>→ Application Form</li> <li>→ References</li> <li>→ Interview</li> </ul> |
| <b>SPECIAL REQUIREMENTS</b> | <ul style="list-style-type: none"> <li>→ Fully supported references</li> <li>→ Suitability to work with children (DBS)*</li> </ul>   |  |   |

*\*The school is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to a successful DBS clearance (certificate of disclosure from the Disclosure and Barring service) and pre-employment checks will be undertaken before an appointment is confirmed.*