



Benfield Person Specification –Teacher of Science

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to shortlist at the application stage: biologist

Essential

1	A DFE recognised and relevant teaching qualification.
2	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.
3	Recent experience of teaching KS3 & KA4.
4	Good knowledge and understanding of the National Curriculum and/or Post-16 curriculum relevant to 3 above.
5	Evidence of applying up-to-date working knowledge and understanding of teaching, learning and behaviour management strategies in practice.
6	Good written communication skills.
7	Evidence of relevant and on-going professional development and

Desirable

8	A BA/BSc Degree in the subject area (or related to the subject area) or relevant in depth knowledge of subject area.
9	Other interests/expertise that would benefit learners and the school.
10	Knowledge of examination/testing requirements.
11	Able to teach in Key Stage 5

Part B: Assessment Stage

Items 1 - 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

	Criteria	Interview (✓)	Observation (✓)	Task (✓)
1	Understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress.			
2	Able to communicate effectively with children, young people, colleagues and parents/carers.			
3	Able to engage and motivate learners in the school environment.			
4	Able to contribute to and support the development of the curriculum in following area(s) Science			
5	Has positive values, attitudes and high expectations for all learners.			

6	Is aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well being.			
7	Able to work collaboratively as a team member and contribute to the professional development of all colleagues, including sharing effective practice.			
8	Able to plan, organise and prioritise and manage time effectively.			
9	Good verbal and interpersonal skills.			
10	Able to use ICT knowledge and skills in the learning environment.			

Desirable

	Criteria	Interview (✓)	Observation (✓)	Task (✓)
11	Willing and able to contribute to extra-curricular activities.			
12	Willing and able to contribute to whole school development initiatives / school improvement planning / self-evaluation.			

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are undertaken for the successful candidate:

1	Children's Barred List check
2	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
3	Additional criminal record checks if applicant has lived outside the UK
4	Qualified Teacher Status
5	Any other prohibition, sanction or restriction that may affect their ability to be employed as a teacher
6	For staff who provide any care for a child up to and including reception age OR staff who are employed to work in childcare provided by the school outside of the normal school day for children who are above reception age but who have not attained the age of 8: Checks under the Childcare Disqualification Regulations 2018
7	Two references from current and previous employers (or education establishment if applicant not in employment) including attendance record
8	Medical clearance