

**EBOR ACADEMY FILEY**

**PERSON SPECIFICATION**

**JOB TITLE:** Teacher of Geography

**GRADE:** Teachers Main and/or Upper Pay Scale Full Time established post

<b>Qualifications and Training</b>			
<b>Essential</b>	<b>Assessment</b>	<b>Desirable</b>	<b>Assessment</b>
<ul style="list-style-type: none"> <li>▪ Relevant Degree or equivalent qualification.</li> <li>▪ Qualified Teacher Status. [Appointment of trainee would be subject to gaining full QTS.]</li> </ul>	<p align="center">1, 2, 6</p> <p align="center">1, 2, 6</p>	<ul style="list-style-type: none"> <li>▪ Level 2 (GCSE/O-Level Grade C+) qualifications in English, Maths, Science and at least two others.</li> </ul>	<p>1, 6</p>
<b>Experience</b>			
<b>Essential</b>	<b>Assessment</b>	<b>Desirable</b>	<b>Assessment</b>
<ul style="list-style-type: none"> <li>▪ Experience of teaching Geography across both Key Stage 3 and Key Stage 4.</li> <li>▪ Experience of teaching Geography to a range of abilities.</li> <li>▪ Application of a range of learning and teaching strategies.</li> <li>▪ Experience of planning for progression in Geography.</li> <li>▪ Effective provision for personalised learning in Geography.</li> <li>▪ Use of a range of strategies for assessment to support learning.</li> <li>▪ Effective behaviour and classroom management.</li> </ul>	<p align="center">1, 2, 3</p> <p align="center">1, 2, 3</p> <p align="center">1, 2, 3, 4</p> <p align="center">1, 2, 4</p> <p align="center">1, 2, 4</p> <p align="center">1, 2, 3, 4</p> <p align="center">1, 2, 3, 4</p>	<ul style="list-style-type: none"> <li>▪ Involvement in extra-curricular activities.</li> <li>▪ The role of a Form Tutor or mentor.</li> <li>▪ Involvement in partnerships with other schools.</li> <li>▪ Ability to teach KS3 History</li> </ul>	<p>1, 2, 3</p> <p>1, 2, 3</p> <p>1, 2, 3</p> <p>1, 2, 3</p>
<b>Knowledge, Understanding &amp; Skills</b>			
<b>Essential</b>	<b>Assessment</b>	<b>Desirable</b>	<b>Assessment</b>
<ul style="list-style-type: none"> <li>▪ Understanding of National Curriculum requirements for Geography.</li> <li>▪ Understanding of National Curriculum level descriptors and how to apply them.</li> <li>▪ Effective communication and interpersonal skills.</li> <li>▪ Understanding of 'Every Child Matters' and its implications for role as a teacher of Geography and Form Tutor.</li> <li>▪ Ability to teach Geography in Key Stage 3 and Key Stage 4.</li> <li>▪ Understanding of the value and importance of literacy and numeracy skills.</li> </ul>	<p align="center">1, 2, 4, 5</p> <p align="center">1, 2, 3, 4, 5</p> <p align="center">2, 3, 4, 5</p> <p align="center">1, 2, 3</p> <p align="center">1, 2, 4</p> <p align="center">1, 3</p>	<ul style="list-style-type: none"> <li>▪ Evidence of CPD or training in relevant areas.</li> <li>▪ Understanding of a range of strategies for the development of DT related life, enterprise, work-related and employment skills.</li> <li>▪ Understanding of strategies for 'autism-friendly' learning. Ebor Academy Filey is an Enhanced Mainstream School for High Functioning Autism.</li> </ul>	<p>1, 2, 3</p> <p>1, 3</p> <p>1, 3, 5</p>
<b>Personal Qualities &amp; Other Requirements</b>			
<b>Essential</b>	<b>Assessment</b>	<b>Desirable</b>	<b>Assessment</b>
<ul style="list-style-type: none"> <li>▪ Understanding of and commitment to school ethos.</li> <li>▪ Motivation to work with children and young people for their benefit.</li> </ul>	<p align="center">1, 3</p> <p align="center">1, 2, 3, 4</p>	<ul style="list-style-type: none"> <li>▪ Excellent attendance record.</li> <li>▪ Adaptability to changing circumstances and new ideas.</li> <li>▪ Creative thinking &amp; Problem</li> </ul>	<p>1, 2</p> <p>1, 2, 3</p> <p>1, 2, 5</p>

		solving.	
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<b>Personal Qualities &amp; Other Requirements cont'd</b>			
<ul style="list-style-type: none"> <li>▪ A student-centred approach to learning and education that puts students' learning and development first.</li> </ul>	1, 3, 5	<ul style="list-style-type: none"> <li>▪ Interest in and ideas for cross-curricular collaboration.</li> </ul>	1, 3
<ul style="list-style-type: none"> <li>▪ Ability to form and maintain appropriate relationships and personal boundaries with children and young people.</li> </ul>	2, 3, 4	<ul style="list-style-type: none"> <li>▪ Interest in and willingness to take part in extra-curricular activities.</li> </ul>	1, 3
<ul style="list-style-type: none"> <li>▪ Ability to meet deadlines.</li> </ul>	2	<ul style="list-style-type: none"> <li>▪ Commitment to links and partnerships with schools and other organisations.</li> </ul>	1, 3
<ul style="list-style-type: none"> <li>▪ Ability to motivate children and young people.</li> </ul>	2, 4	<ul style="list-style-type: none"> <li>▪ Consistently good or better classroom practice.</li> </ul>	2
<ul style="list-style-type: none"> <li>▪ Enthusiasm and passion for teaching and learning.</li> </ul>	1, 2, 3, 4, 5		
<ul style="list-style-type: none"> <li>▪ Commitment to high standards in self and students.</li> </ul>	2, 3, 4		
<ul style="list-style-type: none"> <li>▪ Consistently good or outstanding classroom practice.</li> </ul>	2, 4		
<b>Equal Opportunities</b>			
<b>Essential</b>	<b>Assessment</b>	<b>Desirable</b>	<b>Assessment</b>
<ul style="list-style-type: none"> <li>▪ Commitment to ensuring that Ebor academy Filey's and the Ebor Trust equalities policies are applied and adhered to.</li> </ul>	1, 3		
<ul style="list-style-type: none"> <li>▪ Commitment to ensuring that students have equality of access and opportunity.</li> </ul>	1, 3		

**Assessment:**

All aspects of the selection process will focus on the overall person specification. The following assessment key is only a guide as to where evidence might be identified.

- 1 Application form and/or written statement supporting application.
- 2 References.
- 3 Interview.
- 4 Classroom activity.
- 5 Other selection day activities.
- 6 Relevant certification or documentation.