

Housemistress Person Specification

Education and Qualifications	Essential	Desirable	Assessment
Qualified teacher status	✓		A/I
Good honours graduate	✓		A
L3 Qualification in Safeguarding/Child Protection	✓		A/I
Commitment to personal/professional development	✓		A/I

Experience	Essential	Desirable	Assessment
Experience of teaching KS3 in chosen subject	✓		A/I
Experience of teaching KS4 in chosen subject	✓		A/I
Experience of teaching A Level	✓		A/I
Experience of the International Baccalaureate		✓	A/I
Experience in post 16 teaching		✓	A/I
Experience of successfully organising fieldwork to support the curriculum	✓		A/I
Experience of leading teams	✓		A/I

Knowledge and Understanding	Essential	Desirable	Assessment
Secure knowledge and understanding of the concepts and skills in specialist subject	✓		A/I
Clear understanding of the secondary curriculum and its assessment	✓		A/I
Ability to employ a range of effective teaching, learning styles and assessment methods	✓		A/I
Ability to use assessment data to inform planning and set targets	✓		A/I
Strong command of subject area	✓		A/I
Ability to access and use classroom relevant research and inspection evidence to improve teaching and learning in subject	✓		A/I

Teaching and Learning	Essential	Desirable	Assessment
Ability to raise achievement for all	✓		I
Committed to ensuring excellent standards of behaviour at all times	✓		I
Excellent communication skills	✓		I
Committed to role of tutor for a group of students and the benefits of pastoral care	✓		I
Experience of teaching a range of courses including KS3, GCSE, A2 and IBDP	✓		I

Skills and Attributes	Essential	Desirable	Assessment
Ability to establish good working relationships and effective teamwork	✓		
Excellent role model for staff and students	✓		
Innovatory approaches to curriculum delivery	✓		
Ability to generate ideas and drive initiatives	✓		
Willingness to contribute to extra-curricular activities	✓		

Personal Qualities	Essential	Desirable	Assessment
High expectations of students and colleagues	✓		
Highly motivated and able to motivate and inspire students	✓		
Enthusiastic and committed	✓		
A passion for teaching	✓		
Open-mindedness	✓		
A forward-thinking approach	✓		
Excellent interpersonal skills	✓		
Ability to be reflective and self-critical	✓		
Display calmness under pressure	✓		
Potential for further promotion	✓		
Have an understanding and interest in boarding duties	✓		
A commitment to the whole life of a busy boarding community	✓		
Charismatic - having 'a presence'	✓		
Willingness to take on other roles and responsibilities within the house	✓		
Firm, sympathetic manner with students and parents	✓		
Qualified to drive a school minibuss		✓	
First Aid qualification		✓	
An understanding of effective approaches to counselling		✓	
Have excellent organisational and record keeping skills		✓	
Have previous experience of carrying out boarding duties		✓	

Assessment Key

A Application Form

I Interview