Person Specification
Religion, Ethics and Philosophy Teacher (MPS Inner London)

'**Making a positive difference** to students' achievements and experiences, maintaining the **highest expectations** and inspiring **self belief**'

Everyone Matters

The successful candidate will share a commitment to:

- our core values as defined in our mission statement & motto (above) and our student ethos underpinned by Courtesy, Consideration, Contribution and Co-operation;
- a belief that every student can achieve irrespective of starting point or circumstance.

You will commit to our staff culture (as defined below) and will play your role in promoting and contributing to this culture amongst all staff at HWS.

HWS Culture – Non-Negotiables

SHOW UP!

- ✓ **S**tudents come first
- ✓ **H**ard work – we do whatever is necessary to provide the best experience for our students
- ✓ **O**ur own children. We make HWS a school that we would be proud to send our own children to. We work to this end every single day.
- ✓ **W**e and not I. We are a team. We do what we say we do – we stick to school strategy, behaviours and processes.
- ✓ **U**nafraid of failure. We are not afraid to fail, nor to learn from failure. When things go wrong, we do not blame – we support each other and we look after each other
- ✓ **P**rofessional trust and accountability. We trust each other implicitly professionally because we hold ourselves and each other to account openly and honestly for doing all of the above

Candidates will be required to demonstrate how they meet the criteria in the person specification through their application, tasks and/or formal interview.

Specification	Assessed through application	Assessed through tasks	Assessed through formal interview	Evident in reference
1 Qualifications				
1 First degree in a relevant subject area.	✓			
2 Recognised teaching qualification and QTS.	✓			
3 Evidence of professional development in areas related to the teaching of Religion, Ethics and Philosophy.	✓		✓	✓
2 Experience				
1 Evidence of teaching in urban, multi-ethnic communities.	✓		✓	✓
2 Evidence of teaching across the 11-19 age range.	✓	✓	✓	✓
3 Evidence of improving achievement of students across the attainment range.		✓		✓
4 Evidence of writing differentiated schemes of work at Key Stage 3, 4 and 5	✓		✓	
3 Knowledge & Understanding				
1 Ability to teach Key Stage 3 and 4 Religion, Ethics and Philosophy and A level Philosophy.	✓	✓	✓	✓
2 Understanding of developments affecting the teaching of Religion, Ethics and Philosophy.	✓	✓	✓	
3 Ability to interpret data and set targets for teaching groups.		✓	✓	
4 Understanding of children from a wide range of backgrounds with varying and complex needs.		✓	✓	
5 Ability to use ICT to raise achievement.	✓	✓	✓	
6 Knowledge, understanding and promotion of safeguarding practices.	✓	✓	✓	✓
4 Skills & Competencies				
1 Understanding the needs of all students and appropriate strategies to support them.	✓	✓	✓	
2 Excellent interpersonal skills – ability to relate well to other staff.		✓	✓	✓
3 Effective organisation and time management skills.	✓	✓	✓	✓
4 Capacity to relate well and to motivate young people.		✓	✓	✓
5 An excellent classroom practitioner.	✓	✓		✓
6 Excellent oral and written communication skills.	✓	✓	✓	