

Glebe School

An ambitious, inspirational trust, providing outstanding learning and support

PERSON SPECIFICATION

School Led Tutor

Salary: NJC Scale 6, spine points 18 to 22

£32,925 to £35,031 FTE (actual starting salary £28,320*) term time only, 36p/w

*April 2024 pay award pending

CRITERIA	Essential/ Desirable		Assessed by: Application Form/Supporting statement /Interview		
	E	D	AF	S	I

EDUCATION AND QUALIFICATIONS	E	D	AF	S	I
A good honours degree or equivalent		✓	✓		
Qualified Teacher Status (QTS) or working towards QTS or equivalent		✓	✓		
Evidence of recent and relevant training and development	✓		✓		
Record of continuous professional development		✓	✓		

PROFESSIONAL KNOWLEDGE, SKILLS AND ABILITIES	E	D	AF	S	I
Evidence of high expectations which inspire, motivate and challenge every student	✓			✓	✓
Evidence of relevant subject knowledge & teaching strategies resulting in outstanding student outcomes	✓			✓	✓
Consistently plan and deliver well-structured lessons that enable all learners to make good progress	✓			✓	✓
Demonstration of in-depth subject and curriculum knowledge	✓			✓	✓
In-depth knowledge and understanding of SEND and wider educational agenda including current national policies and educational issues	✓			✓	✓
Ability to tutor literacy & numeracy skills across a range of abilities	✓			✓	✓
Experience of tutoring across a range of Key Stages (KS3 and KS4)	✓		✓	✓	✓

Experience of teaching at Key Stage 2		✓	✓	✓	✓
Knowledge and experience of Child Protection, Safer Recruitment and Safeguarding procedures	✓			✓	✓
Knowledge and understanding of Health & Safety legislation and how it applies to teaching	✓			✓	✓
Confident in the use of ICT to support learning	✓			✓	✓
Be articulate and approachable with excellent interpersonal communication skills both verbally and in writing	✓			✓	✓
Ability to form excellent working relationships with staff, students, parents and external partners	✓			✓	✓
A commitment to and evidence of promoting inclusion, diversity and equal opportunities within the curriculum	✓			✓	✓
Proven ability to plan strategically with the expertise to deliver and to compellingly communicate the school's vision	✓			✓	✓
Be a visible high-profile role model with a professional approach that demands excellence, confidence, trust and respect of the Trust and wider community	✓				✓

STUDENTS AND STAFF	E	D	AF	S	I
A passion for using teaching strategies coupled with the ability to motivate pupils to improve and raise achievement	✓			✓	✓
Successful experience of positive behaviour management and developing a safe, student focused, inclusive and effective learning environment so that behaviour and attendance are outstanding	✓			✓	✓
Successful experience of curriculum development for students with SEND along with an understanding of the issues associated with choice and flexibility needed to meet the personalised agenda from Y7 through to the Sixth form	✓			✓	✓
Knowledge and understanding of the varying needs and abilities of students with SEND, particularly those on the Autistic Spectrum	✓			✓	✓
A passion and commitment to providing a holistic approach to student development	✓			✓	✓
Successful experience of the implementation of effective assessment procedures and an understanding of assessment for learning needs of students	✓			✓	✓

Evidence of achieving a safe, secure and healthy school environment	✓			✓	✓
Demonstrate suitability to work with children	✓			✓	✓
Willingness to be involved in the wider life of the school community	✓			✓	✓
Demonstrate the importance of a work life balance	✓			✓	✓