

# VINEHALL SCHOOL TEACHER PROFILE

## **Qualifications**

Teaching staff at Vinehall school will be fully qualified teachers or in training to qualify as teachers (for instance, undertaking the GTP). They will usually have a Certificate of Education or a Bachelor of Education degree or another degree along with a PGCE. Specialists such as music / English as a Foreign Language / Special Needs / Drama teachers will hold recognised equivalent qualifications.

## **Experience**

The level of experience that a teacher commands will vary and Vinehall aims to have a good mix of new and experienced teachers. Experience of all kinds in different types of schools such as state schools and in industry and other fields of work is valued.

Heads of Department are expected to be experienced practitioners and have often been a successful Head of Department in a previous school.

## **Other requirements**

Vinehall is a busy and demanding working environment and we look for dedication, professionalism and high levels of commitment from our teachers, as outlined in the staff handbook. Teachers are expected to work closely with parents and thus we encourage through finely drawn channels of communication the development of a strong partnership between home and school.

We look for inspirational teachers who will enthuse the children and prove very effective in their teaching. If staff have particular interests and skills which can be used in their teaching or extra-curricular commitments then this will be very much encouraged. Examples might include sailing, dancing or board games. This is because we expect our teachers to support the boarding ethos of the school and to be involved in the wider life of the school through tutoring, running clubs and activities, as well as in supervisory duties.

The ethos of the school is described on our website and in handbooks. Teachers should at least feel sympathetic towards this ethos and must act in accordance with school policies.

Vinehall is a Christian school which values community and service. It is essential that teachers will feel that they can support this.

## **Competencies**

Teachers need to have a sound understanding of their subject, good classroom control, high professional standards, strong organisational skills and flexibility. In order to achieve this it is essential that all who work on the staff should develop a good rapport and appropriate relationships with others. Thorough planning assists effective delivery in class and prepares for relevant follow-up out of the classroom. Attention to detail in all things is seen as essential: good examples of this are demonstrated in the keeping of records and report writing.

## **Qualities**

Vinehall looks for generosity and kindness in all who work here. We aim to find teachers who put the welfare and learning of the children first and are prepared to go the extra mile in ensuring that all pupils receive the very best support and guidance in all things.

Issues relating to safeguarding and promoting the welfare of children are paramount and these are detailed in the school's policies, as expressed in the staff handbook.

The selection process offers opportunities for potential teachers to interact with pupils and other staff. We are interested in an individual's motivation towards teaching, personal development targets and career plan. Candidates will be asked to teach a lesson, will be taken around the school and interviewed and will be asked about themselves, their personal strengths, values and aspirations.