

 **Secondary ITE Programmes Selection Criteria**

The following criteria outline the skills, understanding and personal qualities we are looking for and how we will assess them.

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| **Criteria** | **Essential** | **Desirable** | **Evidence** |
| GCSE grade C/4 or above in English and Mathematics (Statutory Requirement) | ✓ |  | Sight of original certificates. |
| A first degree at 2ii or above of a United Kingdom higher education institution or equivalent qualification (Statutory Requirement) | ✓ |  | Sight of original certificate. |
| Appropriate subject knowledge to meet the demands of the National Curriculum and examination syllabi in the specialist subject |  | ✓ | Subject portfolio, teaching task, interview, subject knowledge test, A level results (in certain subjects) |
| Evidence of the academic potential to meet the demands of postgraduate study | ✓ |  | Application, interview. |
| Recent school-based experience  |  | ✓ | Discussion at interview, group interview |
| Understanding of subject pedagogy in the specialist subject |  | ✓ | Teaching task, interview. |
| Obvious commitment and motivation to teach | ✓ |  | Interview and group interview |
| Ability to present information to others with clarity, interest and confidence | ✓ |  | Teaching task, group interview. |
| Ability to communicate clearly and accurately in standard English | ✓ |  | Literacy test, group interview, subject teaching task, interview. |
| A realistic understanding of the role of a teacher |  | ✓ | Teaching task, group interview, interview |
| Possess the personal qualities, attitudes, values and resilience required by teachers | ✓ |  | Teaching task, interview, literacy test.  |
| Health and physical capacity to teach | ✓ |  | A health questionnaire will be collected at interview and exceptional cases may be required to undergo a medical examination with Occupational Health prior to enrolment.  |
| Satisfactory DBS check (Statutory Requirement) | ✓ |  | The Children’s Barred List Disclaimerwill be collected at interview and a full DBS check will be undertaken for successful candidates prior to enrolment. |

All tasks during the interview will be graded using the following criteria and an overall judgement will be made. Applicants graded as ‘meets’ and ‘needs development’ will normally be offered a place on the programme.

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| ‘Meets’ expectations | Meets expectations but ‘needs development’ in some areas | ‘Does not meet’ expectations |
| Most points covered, factual, credible and confident responses to tasks. In the case of a strong candidate: dynamic and enthusiastic with convincing and creative responses across all tasks | Some worthy but predictable answers, generally committed but at times, naïve and unconfident responses. May show strengths in some tasks but not consistently across all tasks | Major gaps in knowledge and/or understanding, lack of focus, poor delivery, unconvincing responses across most tasks |