

4) Preparing for the interview day

a) Research the school:

It's really important to do your homework on the school so you can talk confidently about what they are offering learners. Here's some good things to research:

- Look at their website
- Be familiar with the school's policies: Child Protection/Safeguarding, Teaching & Learning and Behaviour are usually a good place to start.
- Read their newsletters
- Look for articles from the local press online
- Check their Ofsted report:-
 - A link to the report is usually on the school website or search the Ofsted website (<https://reports.ofsted.gov.uk>)
 - When was it last inspected? What does the report highlight as positives and areas for development (these points could form questions or comments during the interview).
N.B. some schools may not have had an inspection for some time – check the date of the report before making any judgements!
 - Is the headteacher the same person who was in post during the inspection?

b) Preparing a lesson:

You will be asked to teach during the day, usually to a group or full class. Normally, you will be given a topic and a set amount of time, ranging from 20 minutes to a full lesson of 60 minutes or more.

When preparing your lesson, remember to:

- Use your networks to explore the topic or learning objective that you have been given as a focus
- Practice delivering your lesson to an "audience" or to the mirror to check that you stick to timings
- Decide what you will do if things don't go to plan – what are your priorities? Demonstrating that you won't let poor behaviour go? Achieving at least the first activity? Responding to the needs of students who may be weaker or stronger than you anticipated?
- Touch base with a teaching colleague to remind you of the essentials – class profiles, seating plans, profiles of need, interactive whiteboards, updated 'lingo', outlining expectations
- Ensure you take everything you need for the lesson including memory sticks, resources and board pens
- Remember that the students don't know that you've been out of the classroom for a while – teaching is like riding a bike, so walk into that classroom with confidence!
- If the Behaviour for Learning policy outlines a specific approach to managing low level behaviour, follow this

Here's a couple of links with more detail for lesson preparation:

- [How to plan an interview lesson](#)
- [Ten tips for your interview demo lesson](#)
- Resources – teaching from someone else's lesson plan is inadvisable, as it means you won't feel as confident about your content, but if you do need some inspiration, take a look at the following:
 - [Teaching Ideas](#) – mainly EYFS and Primary
 - [Twinkl](#) – mainly EYFS and Primary
 - [Primary Resource](#)
 - [TES Resource](#)
 - For secondary resource it may be best to Google specific topics or resource
 - [The 5 min lesson plan](#)

c) Other activities/tasks you may be asked to do:

For some jobs, especially leadership roles, or roles with TLRs, you may be asked to do other tasks other than teach. Here's a list that may be asked of you:-

- Meet the School Council (students)
- Lunch with the staff, governors and/or parents
- Presentation on a given topic
- Plan a lesson on a certain topic
- What would you do in certain scenarios (more usual in leadership roles)
- "In tray" tasks to test your ability to prioritise – read Emma Sheppard's amusing blog [here](#)
- Data management tasks

d) The actual interview:

Expect more than one person on the interview panel, this may include the Headteacher, Deputy/Assistant Headteacher, Governor/s, Head of Faculty/Key Stage. Try to look cool, calm and collected...even if you're churning inside...and **SMILE!**

Here are some excellent bits in preparation:-

- [Preparing for interview](#)
- [Perform your best in your teaching interview](#)
- [Job Interview Tips](#)
- [How to prepare for a school interviews](#)
- [Teacher Toolkit: Nail that job](#)

e) Common interview questions:

There is a danger to over prepare for questions. This can cause problems when you are trying to remember all things you want to include in your answer. You will almost certainly be asked:

- *Why do you want this job?*
- *Tell me about your experience*
- *What can you bring to the school/team/community?*

- You will be asked a Child Protection/Safeguarding question, but the actual terms “Safeguarding” or “Child Protection” will almost certainly not be included in the question – it will usually be a scenario with a child, staff member, parent or member of the public.
 - It is usually worth asking who the Designated Safeguarding Lead/Person is in a school prior to the interview – also look out for photos in reception. In Primary schools, this is usually the Headteacher (plus 1/2 others). In large Secondary schools, there may be a number of staff involved.
 - Refer to the school’s policy (if you have it)
 - Here is a link to some helpful advice:
 - [A Star Teacher](#)
- At the end of the interview: *Do you have any questions?*

Here's some links to other popular questions:

- [TES: Possible interview questions](#)
- [Get into teaching: Common interview questions](#)
- [Teaching Community: 15 Popular Interview Questions Answered](#)