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| **MATHS TEACHER PERSON SPECIFICATION CRITERIA** |
| **Qualifications** | ESSENTIAL | **DESIRABLE** |
| 1 | Qualified teacher status for England (or equivalent) | A |  |  |  |  |  |
| 2 | Relevant degree (or equivalent) | A |  |  |  |  |  |
| 3 | Recent, relevant professional learning and development | A |  |  |  |  |  |
| Professional aptitudes | ESSENTIAL | **DESIRABLE** |
| 1 | Evidence of high expectations which inspire, motivate and challenge every student  | A | R | I |  |  |  |
| 2 | Evidence of track record of results that exceed expectations  | A | R | I |  |  |  |
| 3 | Demonstration of in-depth subject and curriculum knowledge | A | R | I |  |  |  |
| 4 | Consistently plan and deliver well-structured lessons that enable all learners to make exceptional progress  | A | R | I |  |  |  |
| 5 | Adapt teaching to respond to the strengths and needs of all learners, responding immediately to feedback |  | R | I |  |  |  |
| 6 | Make accurate and productive use of assessment for and of learning |  | R | I |  |  |  |
| 7 | Manage behaviour effectively to ensure and foster a safe, engaging and enjoyable outstanding climate for learning  |  | R | I |  |  |  |
| **Professional responsibilities & conduct** | ESSENTIAL | **DESIRABLE** |
| 1 | Track record of making a positive contribution to the wider life of the school and community | A | R |  |  |  |  |
| 2 | Developed effective professional relationships with all |  | R | I |  |  |  |
| 3 | Outstanding communication skills, including the use of ICT where appropriate | A | R | I |  |  |  |
| 4 | Ability to reflect critically, and respond to, performance and feedback  | A | R | I |  |  |  |
| 5 | Awareness of the need to safeguard students’ well-being, in accordance with statutory provisions and policies  |  | R | I |  |  |  |
| 6 | Proper and professional regard for the ethos, policies and practices of the school |  | R | I |  |  |  |

The criteria will be evidenced as indicated: ‘A’ refers to the candidate’s application form and letter, ‘I’ to interview and ‘R’ to reference. Candidates should address at least all items marked ‘A’; referees are asked to comment on items marked ‘R’. Where many candidates meet the essential criteria, the desirable criteria will be used to shortlist for interview.