

Person Specification for Main Professional Grade Teacher						
Category	Essential	Desirable	Evidence	Fully Met	Partially Met	Not Met
Application	<ul style="list-style-type: none"> Supporting letter clearly addresses person specification Clear, accurate use of language Fully supported in references 		References Application			
Qualifications and Training	<ul style="list-style-type: none"> Degree in relevant subject Qualified Teacher Status Commitment to continued professional development in relevant areas 		Application			
Experience	<ul style="list-style-type: none"> Successful experience of working in a school 	Experience of teaching in an urban comprehensive	References			
Philosophy and Vision	<ul style="list-style-type: none"> Ability to articulate educational philosophy which is in tune with the school ethos A proven commitment to mixed attainment teaching and personalisation of the curriculum A belief that all students have unlimited potential Commitment to the promotion of curriculum enrichment and the extension of all pupils Commitment to ensuring equality of opportunity for all Commitment to life long learning and development 	Experience of teaching mixed attainment classes	Application Interview			
Professional knowledge and understanding	<ul style="list-style-type: none"> Excellent classroom practitioner Able to teach the specialist subject to A Level 		References Application Interview			

	<ul style="list-style-type: none"> • Excellent leadership, motivational and communicational skills • Knowledge of approaches to learning and strategies to raise attainment • Systematically monitor and evaluate outcomes • Know how to use assessment as part of teaching to diagnose learners' needs, set realistic and challenging targets for improvement and plan future teaching • ICT skills to manage the requirements of the post with confidence • Know the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people • Display commitment to the protection and safeguarding of students 		Lesson Observation			
Personal Attributes	<p>A range of personal qualities relevant to being a successful teacher:</p> <ul style="list-style-type: none"> • Ability to demonstrate enthusiasm and sensitivity while working with others • High expectations of student behaviour and the ability to command respect • Caring attitude towards staff, students and parents • An excellent attendance record • Good time management • Ability to work successfully as part of a team 	<ul style="list-style-type: none"> • Resilience and tenacity • Creativity, flexibility and innovation • Humour, warmth and energy • Reliability under pressure 	References Application Interview Lesson Observation			