



					Measured By			
Personal Qualities, Qualifications and Experience				Essential	Desirable	Application	Interview Process	Reference
Qualifications and Training								
1	Degree or equivalent			✓		✓		
2	Qualified teacher status			✓		✓		
Personal Qualities								
1	Enjoy working with young people			✓		✓	✓	✓
2	Commitment to the principles of inclusion			✓		✓	✓	
3	Approachable			✓			✓	✓
4	Committed to collaborative working, trust and team building with staff, students and the community			✓		✓	✓	
5	Have a clear personal vision for Spanish education			✓		✓	✓	
6	Ability to inspire and motivate				✓		✓	✓
7	Good communicator, with good standards of literacy.			✓		✓	✓	
8	Reflective and clear-headed thinker who makes considered judgements				✓		✓	✓
9	Resilient			✓			✓	✓
10	Persistence and the ability to work hard			✓		✓	✓	✓
11	Flexibility and creativity			✓			✓	✓

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Personal Qualities, Qualifications and Experience		Essential	Desirable	Application	Interview Process	Reference
Teaching and Learning						
1	Strong classroom teacher with record of success	✓			✓	✓
2	A track record of contributing to extra-curricular activities		✓	✓		✓
3	Experience of GCSE Spanish Teaching	✓		✓	✓	✓
4	Experience of KS3 French Teaching	✓		✓	✓	✓
5	Willingness to teach outside subject area		✓	✓	✓	✓
6	Experience of contributing to schemes of learning		✓	✓	✓	✓
7	Awareness of the use of data to inform targeted interventions for students		✓	✓	✓	
8	Ability to manage systems and resources effectively on a day-to-day basis	✓		✓	✓	
9	Commitment to the need for continued professional development.	✓		✓	✓	
10	High expectations of behaviour securely established in lessons	✓			✓	✓
11	Secure knowledge of Spanish which results in high levels of student engagement	✓			✓	✓
12	Secure knowledge and understanding of how students learn and how this impacts on teaching.	✓		✓	✓	
13	Awareness of the role of form tutor in the development of young people.		✓		✓	
14	Full commitment to safeguarding and promoting the welfare of children and young people	✓		✓	✓	✓