**person specification – TEACHER**

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| 1. **Training and Qualifications**
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|  | **Essential or Desirable** | **Method of Assessment** |
| Qualified Teacher Status | **E** | Application form and appropriate original certificates. |
| Degree or equivalent | **E** | Application form and appropriate original certificates. |
| Commitment to personal/professional development | **E** | Application form and interview |
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| **B) Experience of Teaching** |  |  |
|  | **Essential or Desirable** | **Method of Assessment** |
| Ability to teach subject across the ability range at Key Stage 3 and 4 | **E** | Application form, letter of application and references |
| A clear understanding of secondary curriculum in the relevant subject area and its assessment | **E** | Application form, letter of application and references |
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| **C) Professional Knowledge and Understanding** *Applicants should be able to demonstrate a good knowledge and understanding of the following areas:* |
|  | **Essential or Desirable** | **Method of Assessment** |
| A thorough knowledge and understanding of own subject | **E** | Interview, references and classroom observation |
| Ability to use assessment data to inform planning and set targets | **E** | Letter of application, references and interview. |
| Ability to establish good working relationships and work collaboratively as part of a team | **E** | Letter of application, references and interview. |
| Ability to employ a range of effective learning and teaching styles to maximise pupil progress | **E** | Interview and classroom observation |
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| **D) Personal and Professional Skills and Qualities***Applicants should be able to provide evidence that they have the necessary qualities and attributes required by the post.* |
|  | **Essential or Desirable** | **Method of Assessment** |
| Passion for teaching | **E** | Interview, references and classroom observation |
| Commitment to continuing Professional Development | **E** | Letter of application, references and interview. |
| Commitment to ensuring excellent standards of behaviour  | **E** | Letter of application, references and interview. |
| The ability to converse at ease with customers and service users and provide advice in accurate spoken English is an essential requirement of this post. | E | Letter of application, references and interview. |
| High expectations of students and colleagues | **E** | Letter of application, references and interview. |
| A forward thinking approach | **E** | Letter of application, references and interview. |
| Excellent interpersonal and communication skills | **E** | Letter of application, references, interview and classroom observation. |