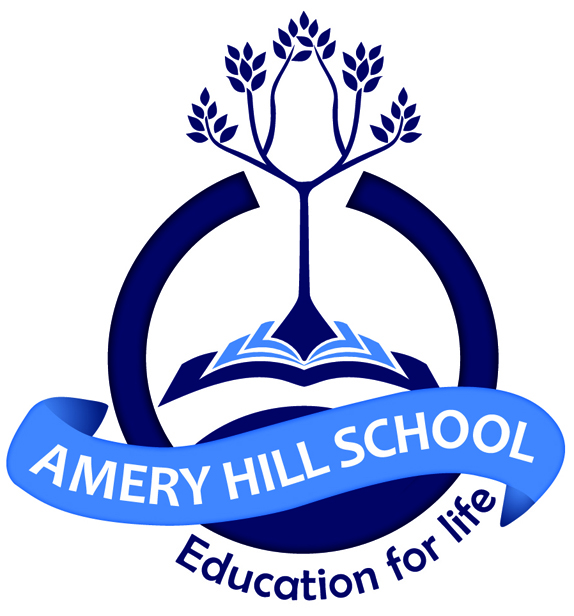
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**Amery Hill School**

**Subject Teacher – Person Specification**

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| --- | --- | --- |
| **Essential** | **Desirable** | **Evidence** |
| **Education & Training** | | |
| Graduate and Qualified Teacher  Relevant degree and Qualified Teacher Status | A-level in relevant subject  First or second class degree | Application Form  Certificates  References |
| **Teaching Experience** | | |
| Established as an effective teacher across the age range  Relevant classroom experience  Knowledge of the subject curriculum and its relationship to the curriculum as a whole  Ability to recognise and describe the characteristics of high quality learning in the subject and the main strategies for securing at least ‘Good’ progress for all  Evidence of good classroom management skills in an inclusive environment  Ability to differentiate materials to meet the needs of learners  Successful experience working with young people in a pastoral capacity (eg as form tutor) | An experienced teacher will have the ability to consistently teach ‘good’ lessons | Lesson observation  Application Form  References  Interview |
| **Professional Knowledge & Skills** | | |
| An ability to inspire and manage students effectively, thereby developing positive working relationships  Well developed interpersonal and communication skills  Ability to communicate clearly in writing  Proven organisational and administrative abilities  Good personal ICT skills including the ability to use ICT effectively to engage students |  | Application form  Teaching  Interview |
| **Personal Qualities** | | |
| A desire to make a difference to the lives of young people  Belief in the importance of high expectations  Energy, enthusiasm and creativity  Able to work as part of a team  Excellent time management and self-organisation  Resilient and an ability to work calmly and effectively under pressure | Evidence of commitment to working with students outside lesson time. | Application Form  References  Interview |
| **Safeguarding & Promoting Welfare of Students** | | |
| Motivation to work with students  Ability to form and maintain appropriate relationships and boundaries with students  Emotional resilience in working with challenging behaviours  Attitudes to use of authority and maintaining discipline |  | References  Interview |
| Additional responsibilities | | |
| To carry out First Aid and Fire Marshall duties as required by the academy | | |