

## Personal Specification

**Job Title:** Main scale

	Essential	Desirable	How identified
<b>Qualifications</b>			
A degree relevant degree	✓		App
Qualified teacher status	✓		App
<b>Experience</b>			
Ability to use ICT effectively.	✓		App / Int
Use ICT to raise achievement	✓		App / Int
High quality teaching to pupils of all abilities.	✓		App / Int / Ref
Collaborative teaching methods and working with colleagues in the preparation, assessment and monitoring work	✓		App / Int / Ref
Demonstrable experience of improving student outcomes	✓		App / Int / Ref
High quality outcomes	✓		App / Int / Ref
Experience as a form tutor and or/ pastoral work		✓	App / Int / Ref
<b>Skills</b>			
Must be well organised	✓		Int
Must be well presented	✓		Int
Excellent interpersonal skills so that relationships with colleagues are professional and supportive and a sense of team work is developed	✓		App / Int / Ref
Ability to work hard under pressure while maintaining a positive, professional attitude	✓		App / Int / Ref
The capacity to work smart and manage and direct one's own workload so that deadlines are met, lessons are well prepared and a work life balance is maintained.	✓		Int / Ref
Good creative teaching ability	✓		Int / Ref
Commitment to personal career development	✓		App / Int / Ref
<b>Knowledge and Understanding</b>			
Understanding of the assessment processes at all key stage and how to use these to support planning and raise student achievement	✓		App / Int
Knowledge of a range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged	✓		App / Int / Ref
Developing differentiated schemes of work	✓		App / Int
Awareness of safeguarding issues	✓		App / Int
<b>Equal Opportunities</b>			
Understanding of different social backgrounds of pupils	✓		Int / App
Understanding the needs of pupils and the appropriate strategies to support them	✓		App / Int / Ref
Awareness of community cohesion		✓	App / Int