

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

<b>Professional knowledge and understanding</b>	<ul style="list-style-type: none"> <li>• Excellent classroom practitioner</li> <li>• Excellent leadership, motivational and communicational skills</li> <li>• Knowledge of approaches to learning</li> <li>• Knowledge of raising attainment strategies</li> <li>• Systematically monitor and evaluate outcomes</li> <li>• Know how to use assessment as part of teaching to diagnose learners' needs, set realistic and challenging targets for improvement and plan future teaching</li> <li>• Knowledge and understanding of ECM implementation and evaluation of the 5 outcomes and the Children's Plan</li> <li>• ICT skills to manage the requirements of the post with confidence</li> <li>• Know the current legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of children and young people</li> <li>• Display commitment to the protection and safeguarding of students</li> </ul>		References Application Interview Lesson Observation			
<b>Personal Attributes</b>	A range of personal qualities relevant to being a successful teacher: <ul style="list-style-type: none"> <li>• Ability to demonstrate enthusiasm and sensitivity while working with others</li> <li>• High expectations of student behaviour and the ability to command respect</li> <li>• Caring attitude towards staff, students and parents</li> <li>• An excellent health attendance record</li> <li>• Good time management</li> </ul>	<ul style="list-style-type: none"> <li>• Resilience and tenacity</li> <li>• Creativity, flexibility and innovation</li> <li>• Humour, warmth and energy</li> <li>• Reliability under pressure</li> </ul>	References Application Interview Lesson Observation			

	<ul style="list-style-type: none"><li>• Ability to work successfully as part of a team</li></ul>					
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