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**Amery Hill School**

**Subject Teacher – Person Specification**

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| **Essential** | **Desirable** | **Evidence** |
| **Education & Training** |
| Graduate and Qualified TeacherRelevant degree and Qualified Teacher Status | A-level in relevant subjectFirst or second class degree | Application FormCertificatesReferences |
| **Teaching Experience** |
| Established as an effective teacher across the age rangeRelevant classroom experienceKnowledge of the subject curriculum and its relationship to the curriculum as a wholeAbility to recognise and describe the characteristics of high quality learning in the subject and the main strategies for securing at least ‘Good’ progress for allEvidence of good classroom management skills in an inclusive environmentAbility to differentiate materials to meet the needs of learnersSuccessful 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 observationApplication FormReferencesInterview |
| **Professional Knowledge & Skills** |
| An ability to inspire and manage students effectively, thereby developing positive working relationshipsWell developed interpersonal and communication skillsAbility to communicate clearly in writingProven organisational and administrative abilitiesGood personal ICT skills including the ability to use ICT effectively to engage students |  | Application formTeachingInterview |
| **Personal Qualities** |
| A desire to make a difference to the lives of young peopleBelief in the importance of high expectationsEnergy, enthusiasm and creativityAble to work as part of a teamExcellent time management and self-organisationResilient and an ability to work calmly and effectively under pressure | Evidence of commitment to working with students outside lesson time. | Application FormReferencesInterview |
| **Safeguarding & Promoting Welfare of Students** |
| Motivation to work with studentsAbility to form and maintain appropriate relationships and boundaries with studentsEmotional resilience in working with challenging behavioursAttitudes to use of authority and maintaining discipline |  | ReferencesInterview |
| Additional responsibilities |
| To carry out First Aid and Fire Marshall duties as required by the academy |