



Person Specification

Post Title: Classroom Teacher

Grade: MPS/UPS

	Essential	Desirable	How Assessed
Education & Qualifications <ul style="list-style-type: none"> Qualified Teacher Status Good honours degree or equivalent Middle leadership experience 	✓ ✓	✓	AF/CQ AF/CQ AF/I/R
Teaching, Learning and Assessment <ul style="list-style-type: none"> Excellent classroom and practical practitioner. Excellent subject knowledge of the National Curriculum and the requirements of GCSE and BTEC courses. Ability to accurately monitor and assess student progress and attainment. A commitment to inclusive education which puts students at the centre of lesson planning. A commitment to the school-wide focus of student attainment and raising aspirations. Awareness of what constitutes outstanding pedagogy and practice. Ability to lead on the quality assurance of key course or key stages. Ability to lead others in the monitoring of student achievement, progress and interventions. A desire and knowledge to lead others in their, and the departments development. Production and implementation of appropriate improvement plans and policies. 	✓ ✓ ✓ ✓ ✓ ✓	✓ (TLR) ✓ (TLR) ✓ (TLR) ✓ (TLR)	AF/I/R AF/I/R AF/I/R AF/I/R AF/I/R AF/I/R AF/I/R AF/I/R AF/I/R AF/I/R
Developing self and working with others <ul style="list-style-type: none"> Ability to set appropriate and challenging targets for self and others Ability to make and take decisions Understanding when to consult or seek advice and be responsive to feedback Ability to contribute to and share quality practice within and across teams. 	✓ ✓ ✓ ✓		AF/I/R I/R I/R AF/I/R

	Essential	Desirable	How Assessed
Personal Qualities and Attributes <ul style="list-style-type: none"> Excellent interpersonal skills Ability to prioritise Ability to work under pressure Resilient and energetic Dynamic, positive, creative and constructive Open and approachable Emotionally resilience Conscientious, honest and reliable The ability to enthuse and motivate others 	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓		I/R I/R I/R I/R I/R I/R I/R I/R I/R
Safeguarding <ul style="list-style-type: none"> Suitability to work with, and ability to form and maintain appropriate relationships and personal boundaries with children A commitment to safeguarding and promoting the welfare of children, young people and/or adults An understanding of and commitment to equal opportunity issues, both within the workplace and the community in general A DBS check at enhance level Exempt from the rehabilitation of Offenders Act 1974 (all spent convictions to be declared) 	✓ ✓ ✓ ✓ ✓		I/R I/R I/R DBS AF/DBS
Physical Requirements <ul style="list-style-type: none"> No serious health problems which are likely to impact upon job performance; (that is, ones that cannot be accommodated by reasonable adjustments) Good attendance record in current/previous employment, college or school as appropriate (not including absences resulting from disability) 	✓ ✓		AF/I/R I/R

Key: AF – Application Form
CQ – Certificate of Qualification

I – Interview Process
DBS – Disclosure and Barring Certificate

R – Reference

Applicants should note that the school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All successful applicants will be required to undertake an Enhanced Disclosure Check by the Disclosure and Barring Service (DBS). Any conviction/cautions spent or live, should be declared at the point of application.

We are committed to equality and diversity paying due regard to equalities legislation as per the Equalities Act 2010.