Bexhill 6th Form College

PERSON SPECIFICATION

POST: **TEACHER AND PERSONAL TUTOR**

RESPONSIBLE TO: **HEAD OF SECTION**

E: Essential	D: Desirable	G: Graduate teacher

Criteria	E	D	Method of Assessment
Formal Qualifications			
1. Appropriate teaching qualification or be willing to undertake the DET through the College if graduate teacher	✓		Application
2. A relevant higher education qualification	✓		Application
3. Evidence of continuing personal and professional development		✓	Application
Background and Experience			
1. Successful teaching experience/practice in 14-19 age range	✓	G	Application/Interview
2. Experience of setting and achieving high personal standards in the delivery of teaching	✓	G	Application/Interview
3. Be an outstanding teacher who is able to differentiate in their teaching and ensure the needs of all students in their classes are met	✓	G	Application/Interview
4. Experience of setting and achieving high standards in respect of retention, achievement and success	✓	G	Application/Interview
5. An ability to plan and manage effective lessons	✓	G	Interview/Teaching Obs
6. Have strong classroom management skills – firm but fair	✓	G	Interview/Teaching Obs
7. A creative and innovative approach to the development of teaching and learning	✓		Interview/Teaching Obs
8. An ability to contribute to teaching on a range of courses at several levels (at least levels 1 – 3)		✓	Application/Interview

Criteria	E	D	Method of Assessment
9. A willingness to arrange and accompany students on a variety of visits and trips	✓		Application/Interview
10. Be able to provide enrichment activities within the subject area and across College	✓		Application/Interview
11. An ability to build upon and further develop existing links with local organisations	✓		Application/Interview
12. An understanding of issues relating to teaching and learning in further education		✓	Application/Interview
13. A knowledge of self-assessment and quality assurance methods		✓	Application/Interview
14. Demonstrate leadership and motivational skills	✓	G	Application/Interview
15. Demonstrate an ability to undertake administrative tasks for the role	✓		Application/Interview
16. An ability to respond flexibly to new challenges and opportunities	✓		Interview
17. The ability to comply with the requirements needed to perform this role in relation to working with children and/or young people/vulnerable adults	✓		Application/Interview
Personal Qualities			
1. Commitment to education and the value of learning	✓		Application/Interview
2. Self-motivated	✓		Interview/Reference
3. High personal standards	✓		Interview/Reference
4. An ability to work well as an individual and as a member of a team	✓		Interview/Reference
5. An empathy with post 16 students and the ethos of the college	✓		Interview/Reference
6. A commitment to equal opportunities and awareness of the needs and sensitivities of students from a range of cultural backgrounds and/or disabilities	✓		Interview/Reference
7. Excellent communication and interpersonal skills	✓		Interview/Reference
8. Enthusiasm and a commitment to provide quality learning experiences	✓		Interview/Reference

Criteria	E	D	Method of Assessment
9. A sense of humour		✓	Interview
10. ICT literate	✓		Application/Interview
11. Be able to drive a minibus		✓	Application/Interview

April 2018