

**Personal Specification - Teacher**

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** |
| Teaching Ability, Experience and Knowledge | * Evidence of successful teaching and developing pupils to their full potential across KS3 and GCSE
* Good subject and curriculum knowledge in at least this one subject area
* Evidence of good classroom organisation and administrative management
* Ability to work as part of a departmental team and wider school team
* Good knowledge and understanding of how pupils make progress and how to effectively use assessment data to plan for interventions
* Evidence of knowledge of barriers to learning and how to personalise lessons
 | * Experience of successful working with children with SpLD, or within the SEN sector
* Curriculum knowledge of other subject’s syllabuses
* Experience of teaching across the full ability range, including entry level
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| QualificationsandTraining | * Qualified Teacher Status
* Degree level qualification
* Right to work in the UK
* Good understanding of Health & Safety including Risk Assessment
 | * First Aid Training
* SpLD Training
* Driving Licence
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| Personal Qualities | * Stable and mature
* Emotionally resilient
* High expectations of self and others
* Positive outlook
* Good sense of humour
* Flexible
* Assertive
* Enthusiastic
 | * Ability to be part of creating an aspirational culture
* To be confident in challenging colleagues in their way of thinking so that they are open to new ideas and approaches
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| Other | * Two good references
* Satisfactory, enhanced DBS check
* An understanding that effective behaviour management starts in the classroom
* Willingness to follow the school’s planning, recording and tracking of progress systems
* To have an understanding of safeguarding procedures and safer working practice
 | * Awareness of the Prevent strategy
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