

## Person Specification for the post of Teacher of French

Selection decisions will be based on the criteria below. At each stage of the process, an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the requirements of the post. **Candidates MUST meet the essential criteria.** Candidates who fail to meet any of the essential criteria will automatically be excluded at any stage of the process.

The appointing panel will use a combination of assessment tools to determine a candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered in the interview process and references.

Evidence Key	Application Form & Supporting Letter	A	Selection Process	S
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Professional Qualifications and Experience		
Criteria	Essential (E) Desirable (D)	Suggested Evidence
Proven success as a Teacher of French within a secondary educational setting	E	A
Knowledge of the National Curriculum of French	E	A
Qualified Teacher Status (QTS)	E	A
Experience of teaching GCSE French	D	A + S
Educated to degree level or equivalent in French	E	A
Active participation in and commitment to ongoing professional development	E	A
Commitment to safeguarding and promoting the welfare of children	E	A or S
Qualities & Knowledge		
Criteria	Essential (E) Desirable (D)	Suggested Evidence
Strategies for raising student achievement through effective teaching and learning	E	A or S
Ability to inspire, motivate, support and challenge students	E	S
Use of assessment data to identify underachievement and plan teaching and learning	E	A or S
Demonstrates pupil/classroom management skills	E	S
Promotes equality and inclusive practices	E	A or S

Effective team work within a department or school	E	A or S
<b>Personal Qualities &amp; Attributes</b>		
<b>Criteria</b>	<b>Essential (E) Desirable (D)</b>	<b>Suggested Evidence</b>
Actively demonstrates a passion for the value of education	E	A or S
Demonstrates honesty and integrity	E	A or S
Self-motivated, enthusiastic and energetic	E	S
Excellent communication and interpersonal skills	E	A or S
Resilient	E	A or S
Ability to develop and maintain effective working relationships	E	A or S
Excellent organisational skills, prioritises and meets deadlines	E	A or S
Set high expectations for students	E	A or S
Demonstrates initiative and problem-solving skills	E	A or S
Flexible and positive approach to new challenges and opportunities	E	A or S
Excellent Attendance & Punctuality Record	E	A