



## Person Specification

**Job Title: Teacher**

	Essential	Desirable	Evidence From
<b>Qualifications and Training</b>			
Good honours degree in subject and QTS	✓		A/C
Post graduate qualification		✓	A/C
Able to teach KS3 and KS4 effectively in subject area. A sound knowledge and understanding of current curriculum developments.	✓		A/C
Evidence of Continuous Professional Development.	✓		A/C
<b>Knowledge and Experience</b>			
Recent Secondary School Experience	✓		A/I
Positive and engaging teaching style. Able to lead, motivate, inspire and support students to achieve excellence.	✓		A/R/I
Evidence of good/outstanding classroom practice with a proven record of exam success.	✓		A/I
A range of strategies for creating a positive learning environment	✓		
Working knowledge of common ICT applications, especially Microsoft Word and Excel	✓		A/I
Able to ensure that technologies are used effectively to improve learning	✓		A/I
Ability to differentiate for different learning needs	✓		A/I
Experience of working with students with social, emotional and learning difficulties		✓	
Ability to contribute to the pastoral work of the school		✓	A/I
Ability to contribute to the extra-curricular programme and revision classes after school		✓	A/I
Knowledge of changes to SEND		✓	A/I
Ability to teach Citizenship		✓	A/I
Track record of raising achievement and examination success		✓	A/I
<b>Personal Qualities and Skills</b>			
Evidence of the highest levels of personal and professional integrity	✓		A/R/I
Excellent interpersonal and communications skills, both written and oral (students, parents, staff, outside agencies)	✓		A/I
Reflective practitioner	✓		A/I
The ability to act as an excellent role model for staff and students.	✓		A/R/I
Good record of attendance	✓		A/I
Ability to work under pressure and meet deadlines	✓		
A calm and resilient nature, with a sense of humour	✓		A/R/I
Flexible approach to working hours	✓		A/I
Initiative and problem solving skills	✓		A/R/I
Excellent organisational, planning, administration and time	✓		A/R/I

management skills			
Ability to adhere policies, procedures and relevant legislation relating to child protection, health and safety, security, confidentiality, data protection and equal opportunities	✓		A/R/I
Commitment to own personal and professional development	✓		A/I

**Key: A = Application, I = Interview and Assessment, R = Reference, C = Certificate**