



Person Specification: **Subject Teacher**

| 1. Experience                                                                          | Essential | Desirable | Application/Observation/Interview |
|----------------------------------------------------------------------------------------|-----------|-----------|-----------------------------------|
| a) Experience and expertise in the teaching of the subject up to and including A level |           | ✓         | All                               |
| b) Evidence of outstanding and inspirational teaching                                  | ✓         |           | Application/Observation           |
| c) Successful experience of initiating or leading a project                            |           | ✓         | Application/Observation           |
| d) Evidence of effective use of assessment for learning to enhance progress            | ✓         |           | Observation/Interview             |
| e) Successful recent experience as a teacher within a high achieving secondary school  |           | ✓         | Application/Interview             |

| 2. Qualifications or Training                                             | Essential | Desirable | Application/Observation/Interview |
|---------------------------------------------------------------------------|-----------|-----------|-----------------------------------|
| a) Good honours degree + QTS on commencing employment                     | ✓         |           | Application                       |
| b) Knowledge of current educational issues                                | ✓         |           | Application/Interview             |
| c) Relevant professional development                                      | ✓         |           | Application                       |
| d) Up to date knowledge of relevant issues in the teaching of the subject | ✓         |           | Application/Interview             |

| 3. Practical Skills                                                                      | Essential | Desirable | Application/Observation/Interview |
|------------------------------------------------------------------------------------------|-----------|-----------|-----------------------------------|
| a) Innovative with the drive to see developments and initiatives through to a conclusion | ✓         |           | Application/Interview             |
| b) Solution focussed and "hands on" approach                                             | ✓         |           | Application/Interview             |
| c) Excellent ICT skills                                                                  | ✓         |           | Application/Interview             |
| d) Excellent personal organisation, including the ability to delegate effectively        | ✓         |           | Application/Interview             |
| e) Excellent communication skills – both written and oral                                | ✓         |           | Application/Interview             |

| 4. Personal Qualities & Attributes                                                                        | Essential | Desirable | Application/Observation/Interview |
|-----------------------------------------------------------------------------------------------------------|-----------|-----------|-----------------------------------|
| a) Leadership potential                                                                                   |           | ✓         | Application/Interview             |
| b) Able to fully support the inclusive Christian ethos of the Trust                                       | ✓         |           | Application/Interview             |
| c) Professional persona and positive mindset                                                              | ✓         |           | Observation/Interview             |
| d) Willingness to contribute to extra-curricular activities and the wider life of the school              | ✓         |           | Interview                         |
| e) Evidence of wider professional effectiveness and outward looking approach                              |           | ✓         | Application/Interview             |
| f) Be committed to and be able to actively demonstrate safeguarding and promoting the welfare of children | ✓         |           | Application/Observation/Interview |