

**The Dorcan Academy**  
**PERSON SPECIFICATION – Teacher**

Criteria	Measured by ✓	Essential	Desirable
	Personal qualities, qualifications and experience		
	<b>Qualifications</b>		
1	Educated to degree level or equivalent	✓	
2	Qualified teacher status	✓	
	<b>Experience</b>		
3	Ability to use ICT effectively	✓	
4	Use of IT to raise achievement.	✓	
5	High quality teaching to students of all abilities.	✓	
6	Collaborative teaching methods and working with colleagues in the preparation, assessment and monitoring of work	✓	
7	Demonstrable experience of improving student outcomes	✓	
8	A record of continuous professional and career development		✓
9	Experience as a form Tutor and with Pastoral work		✓
	<b>Skills and Personal attributes</b>		
10	Well organised	✓	
11	Well presented	✓	
12	Excellent creative teaching ability or potential	✓	
13	Ability to engage students in learning and form positive relationships	✓	
14	Ability to work hard under pressure while maintaining a positive, professional attitude	✓	
15	Ability to organise and prioritise workload and work on own initiative	✓	
16	Good interpersonal skills and the ability to work collaboratively	✓	
17	Ability to evaluate and reflect on own practice to achieve excellence	✓	
18	Commitment to your own professional development	✓	
19	Honesty and integrity	✓	
20	Willing to go the ‘extra mile’	✓	
	<b>Knowledge and understanding</b>		
21	Safeguarding issues in Education	✓	
22	Understanding of current educational issues and initiatives		✓
23	Developing differentiated lesson plans	✓	
	<b>Equal opportunities</b>		
24	Understanding of different social backgrounds and needs of students	✓	
25	A belief that all students can achieve regardless of their background or circumstances and a passion for ensuring this happens.	✓	