**Person Specification: Secondary Teacher**

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|  | **Essential** | **Desirable** |
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| **Qualifications** | Relevant degree  Relevant Teaching qualification: e.g. PGCE / QTS | Evidence of continuous INSET and commitment to further professional development |
| **Experience** | Previous experience of teaching at a secondary school or NQT  Previous experience teaching KS3 and KS4  Native English speaker | Teachers may have:  worked in an international environment;  worked with pupils whose first language is not English;  previous experience teaching IB Diploma or A’ Level;  experience of running extra curricular activities;  the ability to offer a second subject. |
| **Knowledge and understanding** | The teacher should have knowledge and understanding of:  the theory and practice of providing for the needs of individual pupils using effective classroom organisation and learning strategies;  statutory National Curriculum requirements at the appropriate key stage;  the monitoring, assessment, recording and reporting of pupils’ progress;  the positive links necessary within school and with all its stakeholders. | Good ICT Skills |
| **Skills** | The teacher should:  have excellent teaching skills;  have good oral and written communication with pupils, parents and staff;  be well organized;  motivate pupils and improve pupil learning;  have an interest in finding ways to maximise pupil learning;  develop good relationships within a team and work positively and constructively with others;  establish and develop close relationships with parents;  create a happy, challenging and effective learning environment;  have good behaviour management skills;  have the ability to reflect on own practice and develop professionally. | In addition, the teacher might also have relevant skills from working in a relevant industry |
| **Personal characteristics** | Committed  Enthusiastic  Positive  Calm under pressure  Patient  Adaptable  A desire to learn | Understanding of own strengths and areas for development |