

### TEACHER PERSON SPECIFICATION

| <b>CRITERIA</b>                                                                                                                                                                                                                                    | <b>ESSENTIAL/<br/>DESIRABLE</b> | <b>EVIDENCE</b>                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|---------------------------------------------------|
| <b>SAFEGUARDING</b>                                                                                                                                                                                                                                |                                 |                                                   |
| Ability to safeguard and promote the welfare of children and young people, has a good understanding of the safeguarding agenda and can show a personal commitment to safeguarding                                                                  | E                               | Application/Reference/<br>Interview               |
| <b>QUALIFICATIONS AND TRAINING</b>                                                                                                                                                                                                                 |                                 |                                                   |
| Degree or equivalent in the relevant specialist subject                                                                                                                                                                                            | E                               | Application/Certificates                          |
| Qualified Teacher Status                                                                                                                                                                                                                           | E                               | Application/Certificates                          |
| <b>EXPERIENCE</b>                                                                                                                                                                                                                                  |                                 |                                                   |
| Evidence of successful classroom practice                                                                                                                                                                                                          | E                               | Application/Reference/<br>Demonstration Lesson    |
| Contribution to, and involvement with, departmental work                                                                                                                                                                                           | E                               | Application/Reference                             |
| <b>PROFESSIONAL KNOWLEDGE AND UNDERSTANDING</b>                                                                                                                                                                                                    |                                 |                                                   |
| Ability to create a safe, supportive and stimulating learning environment for all students                                                                                                                                                         | E                               | Reference/<br>Demonstration Lesson                |
| Clear picture of what constitutes good experience of specialist subject education for secondary school students of all abilities and knowledge and understanding of the requirements of the National Curriculum or relevant subject specifications | E                               | Application/<br>Demonstration Lesson<br>Interview |
| Demonstrates inclusive provision and practices which offer equality of access to the curriculum                                                                                                                                                    | E                               | Reference/<br>Demonstration Lesson                |
| Demonstrates effective classroom management, organisation and display                                                                                                                                                                              | E                               | Reference/<br>Demonstration Lesson                |
| Demonstrates effective planning, assessment and record-keeping                                                                                                                                                                                     | E                               | Reference/<br>Demonstration Lesson                |
| Organisational skills required to plan and resource schemes of work and to ensure that they are implemented                                                                                                                                        | E                               | Reference/<br>Demonstration Lesson                |
| Interest in developing a variety of teaching and learning styles                                                                                                                                                                                   | E                               | Interview/Reference/<br>Demonstration Lesson      |
| Understanding of child development, together with the ability to select appropriate teaching methods, according to students' differing needs                                                                                                       | E                               | Reference/<br>Demonstration Lesson                |

| <b>ABILITIES AND SKILLS</b>                                                                                                                                                                   |   |                                                    |
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| Ability to communicate easily, sensitively and effectively, both orally and written, with a range of professional and non-professional, both within and outside the school, including parents | E | Application/<br>Demonstration Lesson/<br>Interview |
| Ability to encourage students to develop self-esteem and tolerance                                                                                                                            | E | Reference/<br>Demonstration Lesson                 |
| Ability to form and maintain appropriate relationships with students                                                                                                                          | E | Reference/<br>Demonstration Lesson/<br>Interview   |
| <b>PERSONAL QUALITIES</b>                                                                                                                                                                     |   |                                                    |
| Commitment to equal opportunities and inclusion                                                                                                                                               | E | Interview/Reference                                |
| Enthusiasm, energy, integrity and a positive outlook                                                                                                                                          | E | Reference/Application/<br>Interview                |
| Promotes confidence in staff, students and parents                                                                                                                                            | E | Interview/Reference                                |
| Understanding the importance of flexibility                                                                                                                                                   | E | Interview/Reference                                |
| Willingness to keep learning                                                                                                                                                                  | E | Application/Interview/<br>Reference                |
| Ability to encourage students to develop self-esteem and tolerance                                                                                                                            | E | Reference/<br>Demonstration Lesson/<br>Interview   |
| Ability to form and maintain appropriate relationships with students                                                                                                                          | E | Reference/<br>Demonstration Lesson/<br>Interview   |