

Second Person Specification

Assessment Key: A Application Form I Interview

Education and Qualification	Essential	Desirable	Assessment
Qualified teacher status	✓		A/I
Goods honours graduate	✓		A/I
Commitment to personal/professional development	✓		I
Experience	Essential	Desirable	Assessment
Experience of teaching KS3 and KS4 students	✓		A/I
Experience of teaching AS/A Level		✓	A/I
Knowledge and Understanding	Essential	Desirable	Assessment
Secure knowledge and understanding of the concepts and skills in specialist subject	✓		I
Clear understanding of the secondary curriculum and its assessment	✓		I
Ability to employ a range of effective teaching, learning styles and assessment methods	✓		I
Ability to use assessment data to inform planning and set targets	✓		I
Strong command of subject area	✓		I
Ability to access and use classroom relevant research and inspection evidence to improve teaching and learning		✓	I
Teaching and Learning	Essential	Desirable	Assessment
Ability to raise achievement for all	✓		I
Committed to ensuring excellent standards of behaviour at all times	✓		I
Committed to role of tutor for a group of students and the benefits of pastoral care	✓		I
Experience of teaching a range of courses		✓	I
Skills and Attributes	Essential	Desirable	Assessment
Ability to establish good working relationships with colleagues	✓		A/I
Good communication skills	✓		A/I
Committed to helping young people achieve the very best they can	✓		A/I
Excellent role model for staff and students	✓		I
Ability to generate ideas and drive initiatives	✓		I
Innovatory approaches to curriculum delivery	✓		I
Personal Qualities	Essential	Desirable	Assessment
High expectations of students and colleagues	✓		A/I
Highly motivated and able to motivate and inspire students	✓		I
Ability to inspire and motivate other colleagues	✓		
Enthusiastic and committed	✓		I
A passion for teaching and learning	✓		I
Open-mindedness	✓		I
A forward-thinking approach	✓		I
Ability to think strategically	✓		I
Excellent interpersonal skills	✓		I
Ability to be reflective and self-critical	✓		I
Display calmness under pressure	✓		I
Potential for further promotion		✓	A/I
Charismatic – having ‘a presence’	✓		I