 **PERSON SPECIFICATION FOR TEACHERS**

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|  | **ESSENTIAL** | **DESIRABLE** | **HOW ASSESSED** |
| **QUALIFICATIONS** | * Good honors degree
* Teaching qualification
 | Evidence of other professional study / Higher degree | Application |
| **EXPERIENCE** | * Evidence of successful involvement in teaching at KS3, KS4 or post 16 with an understanding of recent developments in the teaching and learning of the curriculum area
 | * Involvement in a key departmental development
* Strong involvement in extra-curricular activity
 | Application, references and interview |
| **KNOWLEDGE** | * Specific subject knowledge to enable you to teach to grade 9 at GCSE
* strategies for raising achievement in the curriculum area
* different teaching and learning styles
* the use of performance data to track student progress and monitor achievement
* strategies for ensuring equal opportunities for staff and students
 | * Curriculum Planning and curriculum changes.
* Understanding in the development of your subject area post 16.
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| **TRAINING** | * Evidence of high quality training in designated subject area
* Strong awareness of educational developments
 |  | Application and interview |
| **SKILLS** | * Strong and methodic administrative skills
* Positive student behaviour management skills
* Excellent communication and interpersonal skills
* Strong ICT competence
* Analytical and problem solving skills
 |  | Application and interview |
| **QUALITIES** | * Strong public presence
* Ambitious, self-confident and flexible
* Pupil focused commitment
* Ability to inspire
* A clear educational vision
* A sense of humour
* Strong motivation and sense of initiative
* Role model for students and staff
* Seek support and advice when needed
* Excellent attendance and punctuality
 | Evidence of ‘going the extra mile’, which could include working across Primary / Secondary phase; Enrichment; Progress Intervention. | References and interview |
| **CODE OF PRACTICE ON LANGUAGE REQUIREMENTS** | * Ability to speak with confidence and accuracy, using accurate sentence structures and vocabulary.
* Ability to choose the right kind of vocabulary for the situation in hand without a great deal of hesitation.
* Ability to listen to stake holders and understand their needs.
* Ability to tailor your approach to each conversation to be appropriate to the stake holder, responding clearly with specific points of meaning, even in complex situations.
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