**Teacher Person Specification**

**Please note: A maximum 2 sides of A4 at font size 12 are accepted as your supporting information. To ensure fairness to all candidates, the shortlisting panel will only take into consideration the first 2 pages of any supporting information.**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Identified** |
| **Qualifications** | * Qualified Teacher Status * Good first degree * Evidence of recent professional development in relevant strategies * Subject specialist teacher – German to GCSE level, French to KS3 * Good GCSE qualifications in English and Maths * Subject related A level | * Subject Specialist * Subject related degree * French to GCSE | A/Q |
| **Experience & Knowledge** | * Demonstrable knowledge of how students make effective progress * Evidence of successfully raising attainment in the classroom * In-depth knowledge of the National Curriculum * Record of setting, expecting and maintaining high standards from students | * Experience of inclusive provision and practices which offer quality and opportunity * Experience at more than one school | A; L; I; R |
| **Skills & Ability** | * Excellent classroom practitioner * Excellent interpersonal skills * Ability to communicate effectively with staff, students and parents * Confidence and competence in using student achievement data appropriately to support students * Ability to use ICT in enhancing learning provision * Strong organisational and administrative skills * The ability to effectively implement change and evaluate its impact * Commitment to and understanding of, the safeguarding of children and young people. * Ability to evaluate own performance and commitment to continually improving practice through appropriate professional development * Ability to create effective links/partnerships with parents | * Ability to contribute to the wider enrichment and enhancement of learning | A; L; I; R |
| **Personal Qualities** | * High expectations of self and others * Energy, drive and resilience * Committed * Strong commitment to and passionate about improving learning for students * Creativity, imagination and vision * Integrity, respect for others and discretion * A strong and supportive team player | * Interest in contributing to whole school developments * Willingness to contribute to extra-curricular activities and being involved in the school as a community | L; I; R |
| **Ambition & Development** | * You will be a committed professional who is ambitious to further develop your career through a bespoke programme of CPD. | | |

**Key: A=Application Form, L=Letter of Application, I=Interview and teaching observations, R=references, Q= Qualifications**