**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**