**Teacher - Person Specification**

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| **Category** | **Essential** | **Desirable** | **How Identified** |
| **Education & qualifications** | * QTS status | * Good honours degree in relevant subject | * Application form |
| **Experience** | * Successful teaching experience with at least KS3 and KS4 * Using ICT in the preparation and delivery of learning activities. | * Experience as a Form Tutor * Have taught subject at KS5 | * Application form * References * Letter of application |
| **Teaching** | Ability to:   * To deliver at least consistently good lessons * Set high expectations which inspire, motivate and challenge students * Demonstrate good subject and curriculum knowledge * Plan and teach well-structured lessons * Adapt teaching to respond to the strengths and needs of all students * Make accurate and productive use of assessment * Manage behaviour effectively to ensure a good and safe learning environment | * Have improved the quality of teaching on colleagues through coaching or mentoring. | * References * Letter of application * Observation * Interview |
| **Skills and abilities** | * Ability to work well with colleagues * Effective communication skills both written and oral * Good ICT skills and able to use relevant applications | * Excellent ICT Skills | * Application form * References * Letter of application * Observation * Interview |
| **Wider professional responsibilities** | Ability to   * Make a positive contribution to the wider life and ethos of the school * Develop effective professional relationships with colleagues, knowing   how and when to draw on advice and specialist support   * Deploy support staff effectively * Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues * Communicate effectively with parents with regard to students’ achievements and well-being | * Evidence of extra-curricular contribution in current role | * References * Letter of application * Interview |
| **Professional knowledge and understanding** | * Knowledge and understanding of current developments in the relevant area of the curriculum and assessment. * Understanding of successful behaviour management strategies * Understanding of a teacher’s duty of care and safeguarding | * Evidence of strong commitment to own professional development * Knowledge of the exam specifications followed at Prince William School | * References * Letter of application * Observation * Interview |
| **Motivation and Personality** | * Ability to cope with the duties and responsibilities of the post * Stamina, drive, resilience, energy, enthusiasm and determination to succeed * Good team worker * Ability to demonstrate sound and balanced judgement, and flexibility * Understanding and sensitivity * Ability to establish relationships built on trust * Ability to promote excellence * Commitment to and belief in the equal value of all students | * Evidence of success in promoting the life- chances of young people | * References * Letter of application * Observation * Interview |