Sir Harry Smith COMMUNITY COLLEGE
AMBITION & ASPIRATION FOR ALL

TEACHER PERSON SPECIFICATION

CRITERIA	*ESSENTIAL/ DESIRABLE*	*EVIDENCE*
SAFEGUARDING		
Ability to safeguard and promote the welfare of children and young people, has a good understanding of the safeguarding agenda and can show a personal commitment to safeguarding	E	Application/Reference/ Interview
QUALIFICATIONS AND TRAINING		
Degree or equivalent in the relevant specialist subject	E	Application/Certificates
Qualified Teacher Status	E	Application/Certificates
EXPERIENCE		
Evidence of successful classroom practice	E	Application/Reference/ Demonstration Lesson
Contribution to, and involvement with, departmental work	E	Application/Reference
PROFESSIONAL KNOWLEDGE AND UNDERSTANDING		
Ability to create a safe, supportive and stimulating learning environment for all students	E	Reference/ Demonstration Lesson
Clear picture of what constitutes good experience of specialist subject education for secondary school students of all abilities and knowledge and understanding of the requirements of the National Curriculum or relevant subject specifications	E	Application/ Demonstration Lesson Interview
Demonstrates inclusive provision and practices which offer equality of access to the curriculum	E	Reference/ Demonstration Lesson
Demonstrates effective classroom management, organisation and display	E	Reference/ Demonstration Lesson
Demonstrates effective planning, assessment and record-keeping	E	Reference/ Demonstration Lesson
Organisational skills required to plan and resource schemes of work and to ensure that they are implemented	E	Reference/ Demonstration Lesson
Interest in developing a variety of teaching and learning styles	E	Interview/Reference/ Demonstration Lesson
Understanding of child development, together with the ability to select appropriate teaching methods, according to students' differing needs	E	Reference/ Demonstration Lesson

ABILITIES AND SKILLS		
Ability to communicate easily, sensitively and effectively, both orally and written, with a range of professional and non-professional, both within and outside the school, including parents	E	Application/ Demonstration Lesson/ Interview
Ability to encourage students to develop self-esteem and tolerance	E	Reference/ Demonstration Lesson
Ability to form and maintain appropriate relationships with students	E	Reference/ Demonstration Lesson/ Interview
PERSONAL QUALITIES		
Commitment to equal opportunities and inclusion	E	Interview/Reference
Enthusiasm, energy, integrity and a positive outlook	E	Reference/Application/ Interview
Promotes confidence in staff, students and parents	E	Interview/Reference
Understanding the importance of flexibility	E	Interview/Reference
Willingness to keep learning	E	Application/Interview/ Reference
Ability to encourage students to develop self-esteem and tolerance	E	Reference/ Demonstration Lesson/ Interview
Ability to form and maintain appropriate relationships with students	E	Reference/ Demonstration Lesson/ Interview