

| PERSON SPECIFICATION                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                   | SUBJECT TEACHER                                                                                                |                                                                                                                                             |
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| <b>All staff must make a positive contribution to:</b> <ul style="list-style-type: none"><li>the Catholic ethos of the College;</li><li>the College Equality &amp; Diversity Policy;</li><li>the pursuit of excellence and the highest standards of quality in all aspects of College life;</li><li>their own professional development, in accordance with the needs of the College.</li></ul> |                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                |                                                                                                                                             |
|                                                                                                                                                                                                                                                                                                                                                                                                | Essential                                                                                                                                                                                                                                                                                                                                                                                                                         | Desirable                                                                                                      | How Identified                                                                                                                              |
| <b>Relevant experience</b>                                                                                                                                                                                                                                                                                                                                                                     | <ul style="list-style-type: none"><li>Previous teaching experience – applications welcome from current PGCE students</li><li>Experience of working and communicating with different groups of students</li></ul>                                                                                                                                                                                                                  | <ul style="list-style-type: none"><li>Experience of teaching at A Level</li></ul>                              | <ul style="list-style-type: none"><li>Application form</li><li>CV</li><li>Interview</li><li>References</li></ul>                            |
| <b>Qualifications / Education and Training</b>                                                                                                                                                                                                                                                                                                                                                 | <ul style="list-style-type: none"><li>Have a recognised degree</li><li>Good standard of education</li><li>A teaching qualification (PGCE or equivalent)</li></ul>                                                                                                                                                                                                                                                                 |                                                                                                                | <ul style="list-style-type: none"><li>Application form</li><li>CV</li></ul>                                                                 |
| <b>Knowledge and Skills</b>                                                                                                                                                                                                                                                                                                                                                                    | <ul style="list-style-type: none"><li>The ability to motivate and enthuse students</li><li>Effective communication skills</li><li>Good organisational skills</li></ul>                                                                                                                                                                                                                                                            | <ul style="list-style-type: none"><li>A working knowledge of the AQA Specifications (as appropriate)</li></ul> | <ul style="list-style-type: none"><li>Application form</li><li>CV</li><li>Interview</li><li>Lesson observation</li><li>References</li></ul> |
| <b>Personal qualities</b>                                                                                                                                                                                                                                                                                                                                                                      | <ul style="list-style-type: none"><li>A manner that students would find approachable</li><li>The ability to work effectively as part of a team</li><li>Suitability to work with children</li><li>Ability to form and maintain appropriate relationships and personal boundaries with young people</li><li>Emotional resilience in working with challenging behaviours</li><li>Good record of attendance and punctuality</li></ul> |                                                                                                                | <ul style="list-style-type: none"><li>Interview</li><li>References</li></ul>                                                                |

\*Carmel College has a commitment to safeguarding and promoting the welfare of students and expects all staff and volunteers to share this commitment. All posts are subject to Enhanced Disclosure Clearance through the Disclosure and Barring Service. Please note candidates suitability to work with children will be explored at interview, including the motivation to work with young people and attitudes towards the use of authority and maintaining discipline.