



## Person Specification - Teacher

|   |  | Essential/<br>Desirable | Evidence   |
|---|--|-------------------------|--|
| <b>1. Qualifications and Basic Experience</b>       |  |                         |  |
| <b>Candidates should...</b>                         |  |                         |  |
| 1.1   | <ul style="list-style-type: none"> <li>hold a relevant bachelor's degree;</li> </ul>   | <b>E</b>                | Application form<br>Background Check                               |
| 1.2   | <ul style="list-style-type: none"> <li>hold a relevant and recognised teaching qualification;</li> </ul>   | <b>E</b>                | Application form<br>Background Check                               |
| 1.3   | <ul style="list-style-type: none"> <li>have evidence of recent continued professional development and a commitment to their on-going professional development;</li> </ul>  | <b>E</b>                | Application form<br>Interview                                      |
| 1.4   | <ul style="list-style-type: none"> <li>have recent experience in high-quality British schools, or British international schools;</li> </ul>  | <b>D</b>                | Application form   |
| 1.5   | <ul style="list-style-type: none"> <li>hold a postgraduate qualification in education or a related field.</li> </ul>   | <b>D</b>                | Application form<br>Background Check                               |
| <b>2. Safeguarding</b>                              |  |                         |  |
| <b>Candidates should...</b>                         |  |                         |  |
| 2.1   | <ul style="list-style-type: none"> <li>be able to provide an up-to-date <a href="#">International Child Protection Certificate</a> (if employed from the UK) and/or other relevant 10 year background checks in accordance with <a href="#">ICMEC guidance</a>;</li> </ul> | <b>E</b>                | Background Check   |
| 2.2   | <ul style="list-style-type: none"> <li>have an up-to-date knowledge of current safeguarding practices;</li> </ul>  | <b>E</b>                | Application form<br>Interview<br>References                        |
| 2.3   | <ul style="list-style-type: none"> <li>have a commitment to safeguarding and promoting the welfare of all students, and the willingness to undertake appropriate child protection training.</li> </ul>   | <b>E</b>                | Interview<br>References  |
| <b>3. Teaching and other professional abilities</b> |  |                         |  |
| <b>Candidates should...</b>                         |  |                         |  |
| 3.1   | <ul style="list-style-type: none"> <li>be able to demonstrate the success of their students in relevant outcomes;</li> </ul>   | <b>E</b>                | Application form<br>Interview<br>References                        |
| 3.2   | <ul style="list-style-type: none"> <li>have an innovative and creative approach to providing high-quality education beyond the National Curriculum;</li> </ul>   | <b>E</b>                | Application form<br>Interview<br>References<br>Probationary Period |



|      |   |   |  |
|------|---|---|--|
| 3.3  | <ul style="list-style-type: none"> <li>demonstrate an understanding and commitment to providing the National Curriculum in an international context;</li> </ul> | E | Application form<br>Interview<br>Probationary Period               |
| 3.4  | <ul style="list-style-type: none"> <li>have a proven record of effectiveness and success in the classroom;</li> </ul>   | E | Application Form<br>Interview<br>References                        |
| 3.5  | <ul style="list-style-type: none"> <li>have the ability to inspire, challenge, support and empower students towards excellence;</li> </ul>                      | E | Application form<br>Interview<br>References<br>Probationary Period |
| 3.6  | <ul style="list-style-type: none"> <li>be committed to the highest levels of pastoral care;</li> </ul>  | E | Application form<br>Interview<br>Probationary Period               |
| 3.7  | <ul style="list-style-type: none"> <li>have excellent communication in English (both written and spoken);</li> </ul>  | E | Application form<br>Interview<br>Probationary Period               |
| 3.8  | <ul style="list-style-type: none"> <li>have strong ICT skills and a proven ability to use technology to support learning;</li> </ul>                            | E | Application form<br>References<br>Probationary Period              |
| 3.9  | <ul style="list-style-type: none"> <li>have experience of teaching the National Curriculum for England;</li> </ul>  | D | Application form<br>Interview<br>References                        |
| 3.10 | <ul style="list-style-type: none"> <li>have experience of working with and supporting students with EAL;</li> </ul>   | D | Application form<br>Interview<br>Probationary Period               |
| 3.11 | <ul style="list-style-type: none"> <li>have experience of working with and supporting students with Learning Support needs.</li> </ul>                          | D | Application form<br>Interview<br>Probationary Period               |

## 4. Personal Qualities

### Candidates should...

|     |   |   |  |
|-----|---|---|--|
| 4.1 | <ul style="list-style-type: none"> <li>have excellent and appropriate relationships with children and adults;</li> </ul>      | E | Interview<br>References<br>Probationary Period                     |
| 4.2 | <ul style="list-style-type: none"> <li>be able to work well collaboratively;</li> </ul>                                       | E | Interview<br>References<br>Probationary Period                     |
| 4.3 | <ul style="list-style-type: none"> <li>have a commitment to contributing towards a positive workplace environment;</li> </ul> | E | Interview<br>References<br>Probationary Period                     |
| 4.4 | <ul style="list-style-type: none"> <li>have the ability to prioritise workloads and cope well under pressure;</li> </ul>      | E | Interview<br>References<br>Probationary Period                     |
| 4.5 | <ul style="list-style-type: none"> <li>have a commitment to working in partnership with parents and guardians;</li> </ul>     | E | Application form<br>Interview<br>References<br>Probationary Period |
| 4.6 | <ul style="list-style-type: none"> <li>be willing to contribute to the wider life of the school;</li> </ul>                   | E | Application form<br>Interview<br>References<br>Probationary Period |
| 4.7 | <ul style="list-style-type: none"> <li>have the ability to work in an intercultural</li> </ul>                                | E | Application form   |



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|-----|--|----------|---|
|     | environment and an understanding and challenges and opportunities that this presents;  |          | <b>Interview<br/>References<br/>Probationary Period</b>       |
| 4.8 | <ul style="list-style-type: none"><li>be ready for life overseas (if a foreign national) and have considered the challenges and opportunities presented by this.</li></ul> | <b>E</b> | <b>Interview<br/>Probation Period<br/>Probationary Period</b> |