

**Personal Specification - Teacher**

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| **CATEGORY** | **ESSENTIAL** | **DESIRABLE** |
| Teaching Ability, Experience  and Knowledge | * Evidence of successful teaching and developing pupils to their full potential across KS3 and GCSE * Good subject and curriculum knowledge in at least this one subject area * Evidence of good classroom organisation and administrative management * Ability to work as part of a departmental team and wider school team * Good knowledge and understanding of how pupils make progress and how to effectively use assessment data to plan for interventions * Evidence of knowledge of barriers to learning and how to personalise lessons | * Experience of successful working with children with SpLD, or within the SEN sector * Curriculum knowledge of other subject’s syllabuses * Experience of teaching across the full ability range, including entry level |
| Qualifications  and  Training | * Qualified Teacher Status * Degree level qualification * Right to work in the UK * Good understanding of Health & Safety including Risk Assessment | * First Aid Training * SpLD Training * Driving Licence |
| Personal  Qualities | * Stable and mature * Emotionally resilient * High expectations of self and others * Positive outlook * Good sense of humour * Flexible * Assertive * Enthusiastic | * Ability to be part of creating an aspirational culture * To be confident in challenging colleagues in their way of thinking so that they are open to new ideas and approaches |
| Other | * Two good references * Satisfactory, enhanced DBS check * An understanding that effective behaviour management starts in the classroom * Willingness to follow the school’s planning, recording and tracking of progress systems * To have an understanding of safeguarding procedures and safer working practice | * Awareness of the Prevent strategy |