



Person Specification: Subject Teacher

Job purpose for a teacher at LAE

- to teach good and outstanding lessons.
- to be a pastoral tutor to sixth formers
- to contribute to the extra- and co-curricular programme.

| Essential professional criteria | How these will be confirmed |
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| The ability to teach good or outstanding A level lessons. | Applicants will teach a single lesson. |
| Excellent grades at A-Level or equivalent. | Sight of original exam certificates will be requested. |
| A good honours degree directly or closely related to the subject that the applicant wishes to teach. | Sight of original exam certificates will be requested. Questions about degree course may be asked at interview. |
| The ability to use data to raise pupil achievement. | Interview questions will explore this and application should address this. |
| Excellent interpersonal skills including building good relationships with colleagues and sixth formers. | Applicants will teach a sample lesson. There will be opportunities at interview to discuss experiences that demonstrate this. Referees will be asked about this. |
| Effective oral and written communication. | Application and interview should demonstrate this. |
| Excellent organisational skills. | Through application, interview and referees |

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| Commitment to providing any necessary additional support so sixth formers achieve A and B grades. | <p>Application should address these.</p> <p>Interview questions will explore applicants' attitudes and knowledge of these.</p> <p>Referees will be asked about these.</p> |
| Commitment to providing enriching extra and co-curricular activities. | |
| Belief that pupils can achieve highly regardless of background. | |
| Enthusiasm, humour and initiative. | |
| Resilience, flexibility and an ability to work under pressure. | |
| A belief that the best interests of pupils always come first. | |

| Desirable professional criteria | How these will be confirmed |
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| A teaching qualification (e.g. QTS or PGCE). | Sight of original certificate(s) will be requested. |
| Successful experience of teaching A-Level. | Application should address this. There will be opportunities at interview to discuss experiences that demonstrate this. |
| Track record of improving pupil performance including successfully supporting pupils who underperform | |