



PERSON SPECIFICATION – Classroom Teacher

	Essential	Desirable	How identified Application Form (A) Application Letter (L) Interview Process (I) Reference (R)
1. Qualifications You will have:	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Good Honours degree in a relevant discipline.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of continuing personal and professional development.</li> </ul>	A
2. Experience	<ul style="list-style-type: none"> <li>• Evidence of good and outstanding teaching and student progress. For example, you can evidence capability to consistently deliver good or better lessons and, that in these lessons, students make good or better progress.</li> <li>• The ability to enthral, enthuse, engage and motivate through a passion for your subject specialism, presence and professional skills.</li> <li>• Evidence of commitment to ensuring the highest levels of achievement for all students regardless of back ground and/or ability.</li> </ul>	<ul style="list-style-type: none"> <li>• Some experience of contributing to whole school improvement initiatives.</li> <li>• Some experience of contributing to the management and leadership of the curriculum area.</li> <li>• Possible experience of working with the wider community, including outside agencies and other schools.</li> <li>• Demonstrate commitment to a school through involvement with extra-curricular activities.</li> <li>• Demonstrate contribution to a school's wider community.</li> </ul>	L / I / R

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3. Professional knowledge and understanding	<ul style="list-style-type: none"> <li>• Excellent subject knowledge.</li> <li>• Strong knowledge of pedagogy and the process of teaching and learning.</li> <li>• Ability to clearly understand and explain the characteristics of high quality teaching</li> <li>• Ability to analyse student progress data and its application, with appropriate strategies, in raising</li> </ul>		L / I

	<p>student achievement and attainment.</p> <ul style="list-style-type: none"> <li>• Good knowledge and understanding of the curriculum particularly related to your subject specialism.</li> <li>• Ability to contribute to collaborative planning and schemes of learning.</li> <li>• Good understanding of differentiation/inclusion.</li> <li>• An awareness of SEN teaching and learning strategies.</li> <li>• An awareness of assessment for learning and its contribution in raising standards of achievement.</li> </ul>		
4. Skills	<ul style="list-style-type: none"> <li>• Good ICT skills with an awareness of how these skills contribute to enhancing teaching and learning and progress in the classroom.</li> <li>• Excellent interpersonal communication skills and the ability to form strong relationships with students, staff, parents and the wider community.</li> <li>• Adaptability and flexibility to embrace new developments to raise student attainment.</li> <li>• Ability to self-organise, multi task and prioritise.</li> <li>• Ability to consistently meet deadlines.</li> <li>• Ability to think creatively and imaginatively in order to anticipate and solve problems as well as identify opportunities.</li> <li>• High levels of literacy and numeracy. All written communication undertaken in a professional capacity displays the highest level of grammar, punctuation and spelling, with particular emphasis on reporting back to parents on students' progress.</li> </ul>	<ul style="list-style-type: none"> <li>• Confident public speaker.</li> </ul>	L / I

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5. Personal Qualities	<ul style="list-style-type: none"> <li>• An individual with energy, vigour and perseverance. Around the school - has a substantial presence and personal impact - the 'wow' factor.</li> <li>• Willingness to take interest in your own professional development.</li> <li>• Self-confident, able to take difficult decisions and have an inner strength and resilience.</li> <li>• Displays an awareness, understanding and commitment to the protection and safeguarding of children and young people</li> <li>• Very strong interpersonal skills.</li> <li>• Works well in a team.</li> <li>• Decisive.</li> <li>• Open to advice and constructive criticism.</li> <li>• Supportive of colleagues.</li> <li>• Enthusiastic - displays drive and determination.</li> <li>• High integrity - honest, trustworthy and reliable.</li> <li>• Discreet</li> <li>• Diplomatic and tactful</li> <li>• Creative</li> <li>• Analytical</li> <li>• Optimistic</li> <li>• Enjoys and thrives working in a learning environment with young people.</li> <li>• Ability to 'switch off', relax, 'chill out' and re-charge batteries!</li> <li>• A good sense of humour absolutely essential!!</li> </ul>	<ul style="list-style-type: none"> <li>• Ambitious with a clear personal career path and development strategy.</li> </ul>	L / I / R

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7. Personal Presentation	A good personal, professional standard of dress and presentation.		I

All candidates for this post must be in a position to secure a reference from their current Headteacher or Senior Line Manager (if working for Advisory Service or LA) which endorses their achievements, skills and attributes and recommends them for this position unreservedly.