

# Teacher Person Specification

**Essential (E) - Essential to be considered for appointment**

**Desirable (D) - Beneficial for the successful applicant**

**How assessed:**

**AF** - Application form

**SS** - Supporting statement

**I** – Interview

Criteria	Essential/Desirable	How assessed
<b>1. Qualifications / Experience</b>		
Qualified to degree level or equivalent	<b>E</b>	<b>AF</b>
Qualified teacher status	<b>E</b>	<b>AF</b>
Holding or in the process of completing other relevant professional qualifications	<b>D</b>	<b>AF</b>
Successful experience (including teacher training placement) with pupils in an 11-18 school	<b>D</b>	<b>AF/SS/I</b>
An understanding of the diverse learning and social needs of children aged 11-18	<b>D</b>	<b>SS/I</b>
<b>2. Professional knowledge, experience and skills</b>		
<b>Vision and core purpose</b>		
Good ambassador for the school with clear values and moral purpose	<b>E</b>	<b>I</b>
Ability to contribute to a positive ethos, with emphasis upon high achievement for all	<b>E</b>	<b>I</b>
Commitment to going ‘the extra mile’ for pupils in our care	<b>E</b>	<b>SS/I</b>
Commitment to working for the benefit of others	<b>E</b>	<b>SS/I</b>

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<b>Specialist Knowledge and Skills</b>		
A good understanding of the National Curriculum and a GCSE Syllabus	<b>E</b>	<b>SS/I</b>
A sensitive understanding of how children learn	<b>E</b>	<b>SS/I</b>
Excellent oral, written and interpersonal skills	<b>E</b>	<b>SS/I</b>
A good understanding of how to assess the progress that pupils make in the classroom	<b>E</b>	<b>SS/I</b>
A good understanding of how to plan effective lessons that engage learners, enable pupils to make outstanding progress	<b>E</b>	<b>SS/I</b>
A good understanding of safeguarding issues related to working with children	<b>E</b>	<b>SS/I</b>
A good understanding of an A' Level examination syllabus	<b>E</b>	<b>SS/I</b>
Familiarity with ICT systems such as SIMs and Interactive whiteboards	<b>D</b>	<b>SS/I</b>

<b>3. Personal Attributes</b>		
Reliability and determination	<b>E</b>	<b>SS/I</b>
Ability to work well as part of a team and individually	<b>E</b>	<b>SS/I</b>
Ability to review, evaluate and learn from own classroom practice	<b>E</b>	<b>SS/I</b>
Commitment to continuous professional development	<b>E</b>	<b>I</b>
Ability to take the initiative and respond to change	<b>E</b>	<b>I</b>
Ability to be able to relate to and inspire young people	<b>E</b>	<b>I</b>
Ability to demonstrate patience and empathy with children and other adults	<b>E</b>	<b>I</b>

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4. Wider engagement and contribution		
Ability to build and maintain effective relationships with parents, carers, partners, governors and the community that enhance the education of all pupils	<b>E</b>	<b>I</b>
Ability to collaborate and network with other schools	<b>D</b>	<b>SS</b>