

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

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

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

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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	E	I
Ability to collaborate and network with other schools	D	SS