

Post of Teacher: Person Specification

Selection Criteria	Essential	Desirable	How Assessed
Qualifications, training & experience <ul style="list-style-type: none"> Qualified Teacher Status Graduate Status, preferably in subject taught and a good degree Taught (preferably across the ability range) at KS3 and KS4 Taught Post-16 Good examination outcomes with KS4/5 Using ICT in teaching 	✓ ✓ ✓	✓ ✓ ✓	A, R A, R A, R, I A, R, I A, R, I A, R, I
Knowledge & understanding of Subject <ul style="list-style-type: none"> Knowledge of current educational developments in the subject Ability to use comparative data to establish benchmarks, target resources and raise achievement Experience of working with staff to develop practice and raise standards 	✓ ✓	✓	A, R, I A, R, I A, R, I
Leading Teaching and Learning <ul style="list-style-type: none"> Excellent classroom practitioner with evidence of practice at KS3 and 4 Excellent classroom practitioner with evidence of practice at Post-16 Evidence of teaching experience within a specialist curriculum area and extra-curricular areas A good understanding of current thinking about learning and assessment Knowledge of the uses of ICT as a teaching and learning tool 	✓ ✓ ✓ ✓	✓	A, R, I A, R, I A, R, I I A, R,
Working with People <ul style="list-style-type: none"> An effective communicator – verbal and written, to individuals, and groups Able to foster an open, fair and equitable culture, enthuse and motivate people Ability to build trust with partners and act in an ambassadorial role for the school 	✓ ✓ ✓		A, R, I A, R, I A, R, I

In the community <ul style="list-style-type: none"> • Ability to form constructive relationships with all stakeholders • Outward looking with a desire to find best and next practice in order to move the school forward 	✓ ✓		R, I R, I
Personal Attributes <ul style="list-style-type: none"> • A reflective practitioner and with good listening skills • Well organized & prepared with good time management skills • Ambitious, with the potential to move to promoted post in due course • Flexible, hardworking and diligent • A proactive problem – solver • Ability to maintain optimism, enthusiasm, humour and energy, even in the most difficult of circumstances 	✓ ✓ ✓ ✓ ✓ ✓		R, I R, I I R, I R, I R, I
Special Requirements <ul style="list-style-type: none"> • Fitness to undertake the full range of duties of the post on a daily and long-term basis • No adverse criminal record 	✓ ✓		R, I A, R, I

A = Application form and letter I = Interview process

R = References