

## Person Specification

### Main scale teacher

Criteria	Essential	Desirable	Assessed through
Qualifications	<ol style="list-style-type: none"> <li>1. Educated to degree level</li> <li>2. Qualified Teacher Status (or equivalent)</li> </ol>	<ol style="list-style-type: none"> <li>A. Degree in related subject area</li> <li>B. Evidence of ongoing professional development</li> </ol>	All - Application form & Certificates
Experience	<ol style="list-style-type: none"> <li>1. Work or training in a secondary school environment</li> <li>2. Ability to teach across KS3-5</li> <li>3. Evidence of effective teaching that has supported students in making good progress</li> </ol>	<ol style="list-style-type: none"> <li>A. Successful experience of teaching GCSE, BTEC or A level qualifications</li> <li>B. Experience of exam marking</li> </ol>	All - Application form & References
Knowledge & Understanding	<ol style="list-style-type: none"> <li>1. Understanding and commitment to safeguarding and child protection procedures</li> <li>2. Strong, up to date knowledge of the curriculum in your specialist area</li> <li>3. Understanding of a range of appropriate assessment techniques within your specialist subject area</li> <li>4. A passion for your subject that will inspire and excite students</li> </ol>	<ol style="list-style-type: none"> <li>A. Strong understanding of cognitive learning methods</li> <li>B. Understanding of factors that can inhibit learning and strategies that can be used to overcome barriers</li> <li>C. Good understanding of SEN and strategies to ensure needs are met</li> <li>D. Membership of relevant subject/professional body</li> <li>E. Experience of successfully implementing restorative practices</li> </ol>	<ol style="list-style-type: none"> <li>1 - Application form / Interview</li> <li>2 - Application form / Curriculum activity</li> <li>3 - Application form / Marking and feedback activity</li> <li>4 - Application form / Interview</li> </ol> <ol style="list-style-type: none"> <li>A - Application form / Curriculum activity / interview</li> <li>B - Application form / Interview day</li> <li>C - Interview day</li> <li>D - Application form</li> <li>E - Interview day</li> </ol>
Skills	<ol style="list-style-type: none"> <li>1. Effectively communicate ideas and concepts</li> <li>2. Ability to listen effectively and form good interpersonal relationships</li> </ol>	<ol style="list-style-type: none"> <li>A. Ability to appropriately challenge ideas or beliefs they believe are wrong</li> <li>B. Ability to effectively plan series of</li> </ol>	<ol style="list-style-type: none"> <li>1 - Application form / Lesson observation / Curriculum activity</li> <li>2 - Application form / References / Interview day</li> </ol>

	<ul style="list-style-type: none"> <li>3. Ability to work independently or as part of a team as required</li> <li>4. Strong organisational and time management skills.</li> <li>5. The ability to use a variety of teaching and feedback strategies</li> <li>6. The ability to monitor and effectively evaluate pupil progress.</li> </ul>	<p>lessons that secure knowledge and skills</p> <ul style="list-style-type: none"> <li>C. Experience of having designed, implemented and evaluated effective, imaginative and interesting lessons and schemes of work.</li> <li>D. An ability to use data to inform interventions to raise achievement.</li> </ul>	<p>3 - Interview day / References  4 - Interview day / References  5 &amp; 6 - Interview day / References  A - Interview / one to one discussion  B - Curriculum activity  C - References / curriculum activity  D - References / interview day</p>
Personal qualities	<ul style="list-style-type: none"> <li>1. Evidence of a commitment to continuous personal development and improvement</li> <li>2. Ability to perform well when placed under pressure</li> <li>3. Regularly meets deadlines</li> <li>4. Forms positive and productive relationships with staff and children</li> <li>5. Honest and trustworthy</li> <li>6. High expectations of self and others</li> </ul>	<ul style="list-style-type: none"> <li>A. High levels of emotional intelligence.</li> <li>B. Resilience and the optimism to deal with day to day challenges.</li> <li>C. Self confidence and the ability to make appropriate decisions.</li> <li>D. Potential for promotion and the ambition to lead.</li> </ul>	<p>1 - Application form / interview / one to one meeting  2 - Interview day / References  3 - References  4 - References / lesson observation / one to one meeting  5 - References  6 - References / one to one meeting / interview day  A - Application form / References  B - Interview / References  C - One to one discussion / Interview  D - References / Interview</p>