

Teacher Person Specification – Secondary School

Specification	Essential	Desirable	How Identified
Education, Training and Qualifications	▪ Qualified Teacher Status ▪ Up to date educational thinking and knowledge ▪ Excellent behaviour management ▪ Desire for professional development	▪ Other relevant qualifications/professional development	Application form Interview References Observation
Experience	▪ Recent successful classroom experience in relevant Key Stages ▪ Use of successful ICT in the classroom ▪ Experience of teaching children of all abilities ▪ Good team member	▪ Experience of leading a curriculum area ▪ Experience of teaching in different Key Stages ▪ Excellent ICT skills	Application form Interview References
Knowledge and Skills	▪ Excellent classroom teacher ▪ Sound understanding of Curriculum initiatives ▪ Evidence of excellent class environment and promotion of children's work and themes through high quality learning environments ▪ Good ICT skills ▪ Ability to demonstrate strong outcomes for children ▪ Ability to use data tracking to support effective planning	▪ Expertise of one or more curriculum areas ▪ Experience of developing school policy documentation, subject improvement, schemes of work and assessment ▪ Ability to organise extra-curricular activities	Application form Interview References Observation
Personal Qualities	▪ Ability to get on with people and establish relationships with governors, staff, parents and pupils. ▪ Reliable, honest, efficient, well-organised ▪ Ability to support Christian ethos (where applicable) ▪ Good communication skills; openness and willingness to learn ▪ Able to set targets and meet deadlines ▪ Caring and understanding approach with respect for all groups ▪ Enthusiastic, forward-looking, hard-working ▪ Professionalism, sensitivity and discretion	▪ Be able to work on own initiative within the school framework ▪ Strong commitment to parental/community involvement	Application form Interview References Observation
Wider Contribution to the school/Trust	▪ Desire to offer extra-curricular activities ▪ Commitment to collaborative working	▪ Interests other than education	Application form Interview References