

| PERSON SPEC.                                        | Essential                                                                                                                                                                                                                                                                                                                                                                                                                  | Desirable                                                                         | Evidence from                                                      |
|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|--------------------------------------------------------------------|
| <b>Qualifications</b>                               | <ul style="list-style-type: none"> <li>A relevant bachelor's degree</li> <li>Qualified Teacher status</li> </ul>                                                                                                                                                                                                                                                                                                           | Evidence of relevant training and commitment to further professional development  | Application Form<br>References                                     |
| <b>Successful Experience</b>                        | <ul style="list-style-type: none"> <li>Experience of teaching secondary aged students</li> <li>Experience of delivering recognised accreditations in English</li> </ul>                                                                                                                                                                                                                                                    | In more than one school<br>Experience of teaching students with SEN               | Application Form<br>Supporting statement<br>Reference<br>Interview |
| <b>Curriculum Work: Knowledge and understanding</b> | <ul style="list-style-type: none"> <li>Good knowledge of the changes to the National Curriculum</li> <li>Good knowledge of accredited courses</li> <li>Ability to monitor, assess, record and report students' progress</li> <li>Effective teaching and learning styles</li> <li>Ability to produce appropriate resources</li> </ul>                                                                                       | Ability to differentiate tasks for students with a range of learning difficulties | Application Form<br>Supporting statement<br>Reference<br>Interview |
| <b>Skills</b>                                       | <ul style="list-style-type: none"> <li>Be able to develop good working relationships across the whole range of school staff</li> <li>Be able to communicate effectively (both orally and in writing) to a variety of audiences</li> <li>Ability to engage constructively with and demonstrate high expectations of all pupils; respecting their social, cultural, linguistic, religious and ethnic backgrounds.</li> </ul> | Empathy with and sensitivity towards students who have additional needs           | Supporting statement<br>Interview                                  |

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|                            | <ul style="list-style-type: none"> <li>• Have an ordered and systematic approach to organisation of workload</li> <li>• Be able to demonstrate and promote the positive values and attitudes expected from the pupils.</li> <li>• Demonstrate creative and effective ICT skills</li> </ul>                                                                                                                                                                          |                                                                                                                                                       |                                                                                           |
| <b>Personal Attributes</b> | <ul style="list-style-type: none"> <li>• A commitment to promoting high standards of overall educational provision; including the academic, social and emotional aspects.</li> <li>• Sense of humour</li> <li>• A calm, controlled manner</li> <li>• Flexibility and enthusiasm</li> <li>• Ability to manage stressful and challenging situations</li> <li>• A positive and confident disposition</li> <li>• Be physically fit with a good health record</li> </ul> | <p>Willingness to drive a school minibus</p> <p>Be able to bring an enrichment activity or skill to enhance the school's overall curriculum offer</p> | <p>Supporting statement</p> <p>Reference</p> <p>Interview</p> <p>Teaching observation</p> |