**Person Specification - Teacher**

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| **Qualifications and Experience**  | **Essential** | **Desirable** |
| Qualified Teacher Status or equivalent | X |  |
| A degree or equivalent | X |  |
| Experience of teaching at Key Stage 3 and 4 and at GCSE (or equivalent level)  | X |  |
| A commitment to and evidence of professional development | X |  |
| Experience of improving the outcomes of groups of students | X |  |
| Experience of working with young people with additional needs |  | X |

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| **Skills and competencies** | **Essential** | **Desirable** |
| A record of excellent classroom practice | X |  |
| An understanding of effective pedagogy | X |  |
| Ability to plan strategically |  | X |
| Ability to demonstrate good organisational skills | X |  |
| Ability to analyse and present data and information coherently |  | X |
| Adapt teaching to respond to the strengths and needs of all students. | X |  |
| Manage behaviour effectively to ensure a good and safe learning environment. | X |  |

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| **Additional Factors** | **Essential** | **Desirable** |
| Personal impact, presence and integrity | X |  |
| Enthusiasm for subject | X |  |
| To engage in the opportunities provided by the school for personal and academic growth. | X |  |
| Excellent interpersonal skills, a high level of emotional intelligence and emotional resilience in addition to a sense of humour | X |  |
| A positive and optimistic outlook | X |  |
| Commitment to safeguarding and promoting the welfare of children and young people | X |  |
| Commitment to equal opportunities | X |  |