



## ST BIRINUS SCHOOL

*Inspiring Excellence through Care, Courtesy and Commitment*

### Person Specification for Post of Teacher

| Criteria                           | Essential   | Desirable  | How Assessed                                    |
|------------------------------------|---|--|---|
| <b>Experience</b>                  | <ul style="list-style-type: none"><li>• Classroom Teaching at 2 or 3 Key Stages</li></ul>   | <ul style="list-style-type: none"><li>• 6<sup>th</sup> Form Teaching</li></ul>   | Letter, application form and references         |
| <b>Knowledge and Understanding</b> | <ul style="list-style-type: none"><li>• Knowledge of effective teaching &amp; learning styles and types of assessment</li><li>• Excellent subject knowledge</li><li>• Good ICT skills</li></ul>   | <ul style="list-style-type: none"><li>• Ability to use and understand assessment data.</li><li>• Familiarity with AFL</li></ul>                                | Interview, letter of application, sample lesson |
| <b>Teaching and Learning</b>       | <ul style="list-style-type: none"><li>• A passion for your subject</li><li>• Commitment to raising standards of achievement</li><li>• Commitment to CPD</li><li>• Willingness to learn, work collaboratively, and commitment to own professional development</li><li>• High expectations of all pupils</li><li>• Ability to create an effective learning environment for all students</li></ul> | <ul style="list-style-type: none"><li>• Evidence of successful lesson planning and delivery</li><li>• Evidence of successful improvement in outcomes</li></ul> | Sample lesson, application Form                 |
| <b>Skills and Attributes</b>       | <ul style="list-style-type: none"><li>• Ability to establish good working relationships with colleagues and students</li><li>• Ability to work in a team</li><li>• Good time management</li><li>• Good communication skills</li></ul>   | <ul style="list-style-type: none"><li>• Evidence of innovative practice</li></ul>  | Evidence of innovative practice                 |
| <b>Personal Qualities</b>          | <ul style="list-style-type: none"><li>• Strong moral purpose</li><li>• Growth mindset and lots of resilience</li><li>• Flexibility</li><li>• Commitment to excellence</li><li>• Forward thinking</li><li>• Sense of humour</li></ul>  | <ul style="list-style-type: none"><li>• Potential for promotion</li></ul>  | Interview and sample lesson                     |