

PERSON SPECIFICATION AND CRITERIA FOR SELECTION

| Category | ESSENTIAL | DESIRABLE | WHERE IDENTIFIED |
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| Application | <ul style="list-style-type: none"> Fully supported in reference Well-structured supporting letter | | <ul style="list-style-type: none"> Application Form Reference |
| Qualifications | <ul style="list-style-type: none"> Degree qualification Qualified Teacher Status | | <ul style="list-style-type: none"> Application form |
| Training | <ul style="list-style-type: none"> Evidence of regular participation in Continuing Professional Development | | <ul style="list-style-type: none"> Application Form Interview |
| Experience & knowledge | <ul style="list-style-type: none"> Ability to demonstrate high standards of T&L Experience of teaching in KS3 and 4 Experience of making a significant impact upon children's learning and progress Experience of tracking, monitoring and assessing pupils to support progression for all learners | <ul style="list-style-type: none"> Experience of working with parents and outside agencies Experience of being a form tutor Experience of teaching KS5 | <ul style="list-style-type: none"> Application Form References Interview |
| Skills | <ul style="list-style-type: none"> Able to demonstrate an understanding of lesson planning, delivery and assessment to support progression for all learners High quality and reflective practitioner Ability to utilise a range of teaching styles and strategies to ensure high levels of learning and achievement Ability to deliver well differentiated lessons to ensure stretch and challenge for all students Ability to motivate and enthuse children Ability to understand how children learn Willing to develop specialist skills and subject knowledge Ability to readily establish professional relationships and work as part of a team Good organisational and interpersonal skills | <ul style="list-style-type: none"> Ability to enhance the practice of others | <ul style="list-style-type: none"> Application Form References Interview |

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| | <ul style="list-style-type: none">• Good written, verbal and ICT skills | | |
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| | <ul style="list-style-type: none"> Flexibility and adaptability in order to be able to work and communicate with adults, parents and other external agencies | | |
| Special knowledge | <ul style="list-style-type: none"> Knowledge of the structure and content of the current curriculum in KS3 and 4 Understanding and knowledge of current issues in education | <ul style="list-style-type: none"> Knowledge of the structure and content of the current curriculum in KS5 in Chemistry and Biology | <ul style="list-style-type: none"> - Application Form - References - Interview |
| Personal attributes | <ul style="list-style-type: none"> Enthusiastic, ambitious and adaptable A commitment to extracurricular activities Ability to form and maintain appropriate relationships and personal behaviour with children Emotional resilience in working with children with challenging behaviour High degree of motivation for working with children and young people and share enthusiasm for the subject Evidence of being able to build and sustain effective working relationships with staff, governors, parents and the wider community Excellent attendance and punctuality Good command of English Language | <ul style="list-style-type: none"> A commitment to extra- curricular activities | <ul style="list-style-type: none"> - Application Form - References - Interview |
| Special requirements | <ul style="list-style-type: none"> Fully supported references Suitability to work with children | | |