

## What we are looking for

Candidates will be assessed against the following criteria and the methods of assessment to be used for each criterion are indicated. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met.

**When completing the application form and letter, candidates should ensure that they provide supporting evidence of how they meet the criteria through reference to work or other relevant experience.**

## Person Specification

Specification	Essential	Application Form	Interview	Teaching Activity	References
Qualifications	<ul style="list-style-type: none"> <li>Education to degree standard with required subject as specialism</li> <li>QTS / PGCE / teaching qualification</li> <li>Evidence of professional development</li> </ul>	✓ ✓ ✓			
Knowledge & Experience	<ul style="list-style-type: none"> <li>Understanding of current educational issues</li> <li>Knowledge and understanding of subject specific issues e.g. syllabus content</li> <li>Some understanding of how data supports the raising of standards</li> <li>Experience of teaching at Key Stages 3, 4 and 5</li> <li>Understanding of different learning styles</li> <li>Very good or outstanding classroom practitioner</li> <li>Very good or outstanding organisational skills</li> </ul>	✓ ✓  ✓ ✓ ✓  ✓	✓ ✓   ✓  ✓	✓ ✓  ✓ ✓ ✓ ✓	✓    ✓ ✓ ✓
Personal Qualities	<ul style="list-style-type: none"> <li>Drive and commitment</li> <li>Excellent inter-personal &amp; persuasive skills</li> <li>Excellent communication and presentation skills, oral and written.</li> </ul>	✓	✓ ✓ ✓	✓ ✓ ✓	✓ ✓ ✓
Professional Standards	<ul style="list-style-type: none"> <li>Inspire and motivate others</li> <li>Problem-solving ability</li> <li>Prioritise effectively</li> </ul>		✓ ✓ ✓	✓ ✓ ✓	✓ ✓
Philosophy	<ul style="list-style-type: none"> <li>Genuine concern for students and staff</li> <li>Commitment to helping all students and staff to fulfil their potential</li> <li>Commitment to the wider life of the school and the community</li> </ul>	✓ ✓ ✓	✓ ✓ ✓	✓ ✓	✓ ✓ ✓