

Mainscale Teacher Person Specification		Essential	Desirable
Qualifications or Training			
1.	Qualified Teacher Status	✓	
2.	Degree level qualification + secondary PGCE or QTS qualification for the secondary phase	✓	
3.	Relevant professional development	✓	
4.	Evidence of : <ul style="list-style-type: none"> • High academic achievement • Ongoing professional development • Willingness and desire to undertake further professional development and training 		✓
Professional Knowledge			
1.	Evidence of: Experience of planning and teaching secondary curriculum	✓	
2.	Evidence of: <ul style="list-style-type: none"> • Knowledge of recent initiatives and issues in education • Using ICT as a curriculum tool to improve standards 		✓
Teaching Skills			
1.	Evidence of: <ul style="list-style-type: none"> • Experience of teaching to a high standard • The ability to promote good progress and outcomes by pupils • The ability to manage behaviour effectively to ensure a good and safe learning environment • The ability to demonstrate good subject and curriculum knowledge • ICT competent • An ability to make accurate and productive use of assessment 	✓	
2.	Evidence of: <ul style="list-style-type: none"> • A range of teaching styles able to cater for pupils differing learning styles and needs • Having an extensive knowledge and well informed understanding of a range of learning, teaching and behaviour management strategies • Experience of teaching with excellent classroom practice and outcomes 		✓
Professional Attributes			
1.	Evidence of: <ul style="list-style-type: none"> • Holding positive values and attitudes and adopt high standards of behaviour in a professional role • Genuine commitment to high quality teaching • A commitment to equal opportunities and inclusion 	✓	
2.	Evidence of: <ul style="list-style-type: none"> • A willingness to participate actively in the life and work of the school to support the ethos and culture, providing presence as and when required 		✓
Personal Skills			
1.	Evidence of: <ul style="list-style-type: none"> • Highly effective communication skills with both children and adults, including parents/carers • Effective time management skills and an ability to meet deadlines and work under sustained pressure • Unswerving commitment to implementing whole school/staff policies relating to the safeguarding of children. 	✓	
2.	Evidence of: <ul style="list-style-type: none"> • Effective ICT skills • Proven track record of successful teamwork 	✓	

Personal Attributes			
1.	• Integrity and moral courage	✓	
2.	• Positive work ethic	✓	
3.	• Identification with school aims and values	✓	
4.	• Commitment to comprehensive, inclusive education	✓	
5.	• Enjoy working with young people and be a positive role model recognising your status as a significant adult	✓	
6.	• Commitment to equal opportunities	✓	
7.	• Inspire students and support colleagues	✓	
8.	• Energy, enthusiasm and a positive disposition	✓	
9.	• Able to work under pressure to deadlines	✓	
10.	• Self-motivating	✓	
11.	• Reliable	✓	
12.	• Adaptable	✓	
13.	• Sense of humour	✓	
14.	• Accept and use positive criticism	✓	
15.	• Aspirations and potential for further promotion		✓