Teacher – Person Specification

	Essential	A/I	Desirable	A/I
Education and Qualifications	• Degree Level qualification • QTS Status	A A	• Post Graduate qualification • Relevant professional development over the last 2 years	A A
Professional Experience and Knowledge	• Recent experience of teaching to all Key Stages • Experience of teaching across at least two Key Stages in training • An understanding of the use of assessment to inform planning • Experience of performance management cycles and systems • Some experience of understanding and interpreting data to identify and act upon underachievement and underperformance	A/I A/I A/I A/I A/I	• Promotion of the subject area across curriculum • Knowledge of changes to SEND	A/I A
Skills, Knowledge and Aptitude	• Able to teach to Key Stage 4 • Excellent organisational, planning and interpersonal skills • Ability to take initiative, lead, motivate, inspire and support students to achieve excellence • Ability to ensure that technologies are used effectively to improve learning • Able to use a range of strategies for creating a positive climate for learning • Evidence of good/outstanding classroom practice with a proven record or exam success • Knowledge and understanding of current curriculum developments • Ability to plan lessons and sequences of lessons with clear objectives to ensure progression for all students • Ability to inspire young people to learn and engage parents in supporting student learning	A/I A/I A/I A/I A/I A/I A/I A/I A/I	• Willingness to be involved in extended curriculum opportunities in the subject area and across the school	A/I
Personal Qualities	• Ability to work collaboratively and effectively within a team environment	A/I		

	• Able to liaise appropriately and sensitively with colleagues, students, parents and carers	A/I			
	• A commitment to diversity and equality	A/I			
	• A professional approach in all areas of work	A/I			
	• A commitment to inclusive education	A/I			
	• A commitment to the safeguarding of children and young people	A/I			

*A = *Application/ References*; **I** = *Interview/ In-Tray Tasks*