

**Walsall Academy**  
**PERSON SPECIFICATION: TEACHER OF FRENCH**

Attributes	Essential	Desirable	Evidenced Through
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• QTS status</li> <li>• Qualification to the equivalent of degree level in French</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to teach German to KS3</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of paper qualifications</li> </ul>
<b>WORK RELATED EXPERIENCE AND ASSOCIATED SKILLS</b>	<ul style="list-style-type: none"> <li>• A love of Languages and French culture</li> <li>• Knowledge and understanding of MFL at KS3, KS4 and KS5</li> <li>• Good classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate students</li> <li>• Ability to encourage and maintain a positive learning environment in the classroom through well focused teaching, positive relationships and good classroom management</li> <li>• Ability to use appropriately a range of teaching and learning strategies for whole classes, individuals and groups which stimulate, challenge, engage and motivate students, including embracing new technologies</li> <li>• Ability to set clear and appropriate targets, feed back to students and make use of assessment information to promote each student's attainment and progress, and to plan future lessons</li> <li>• Ability to reflect on own practice</li> <li>• Ability to differentiate tasks appropriately</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to use data to inform and improve teaching</li> <li>• Ability to teach 'A' level</li> </ul>	<ul style="list-style-type: none"> <li>• Application letter</li> <li>• Evidence from teaching a 30 minute lesson</li> <li>• Interview and communication</li> </ul>
<b>SPECIALIST KNOWLEDGE AND UNDERSTANDING</b>	<ul style="list-style-type: none"> <li>• Secure knowledge and understanding of the knowledge, concepts and skills in teaching MFL</li> </ul>	<ul style="list-style-type: none"> <li>• Able to make good use of ICT as a learning resource</li> <li>• Knowledge of how to give positive and targeted support to students with special educational needs</li> </ul>	<ul style="list-style-type: none"> <li>• Application letter</li> <li>• Interview questions</li> </ul>

<p><b>PERSONAL SKILLS AND ATTRIBUTES</b></p>	<ul style="list-style-type: none"> <li>• Determination to encourage the highest quality of learning</li> <li>• experience for all students</li> <li>• A commitment to equal opportunities</li> <li>• Ability to establish good and productive working relationships, and work well in a team</li> <li>• Ability to communicate effectively to staff, students, parents, orally and in writing</li> <li>• Ability to meet deadlines</li> <li>• Able to empathise with young people and yet be firm, fair and consistent when dealing with them</li> <li>• Excellent attendance and punctuality</li> <li>• Ability to work in and to lead a team</li> <li>• Enthusiasm, personal dynamism, edge and stamina</li> <li>• Sense of humour and perspective</li> <li>• Ambition</li> <li>• Personal presence</li> </ul>	<ul style="list-style-type: none"> <li>• Ability and willingness to offer extra-curricular activities</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence from the taught lesson of enthusiasm, empathy with young people, communication</li> <li>• Interview questions will cover (and ask for examples of) classroom management philosophy and practice, working in a team, how candidate evaluates equal opportunities in his/her lessons</li> <li>• Ability to communicate effectively in the letter of application and at interview will be used as evidence on communication</li> <li>• Evidence from references will reflect school's request for comments on personal skills and attributes (referees will be sent the job description and person specification)</li> </ul>
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