



Teacher Person Specification

Qualifications	Essential	Desirable	Method of assessment / Evidence
A good honours degree in a relevant subject	✓		Appropriate original certificates
A teaching qualification	✓		
Higher degrees		✓	
Membership of professional body relevant to subject or the Teaching Profession		✓	
Ability to also teach a second subject		✓	
Experience			
Experience of teaching successfully to A level in a school or college with a proven track record of examination success, or experience of teaching on teaching practice		✓	Application form Interviews References
Experience of working as a form tutor or similar pastoral role in a school or college, or such experience during teaching practice		✓	
Basic skills, characteristics and competences			
Thorough awareness and understanding of safeguarding and welfare of children	✓		Interviews References
Excellent subject knowledge and passion for subject	✓		Interviews References
Knowledge of current educational practice	✓		Teaching episode(s) Recounting experience during interview
Excellent communication skills both orally and in writing	✓		Interviews
Advanced research skills		✓	Application letter Interviews Teaching episode(s)
Awareness of Health and Safety procedures in a school	✓		Interviews
Willingness to undertake appropriate training to develop teaching skills and subject knowledge	✓		Interviews Teaching episode(s)
Knowledge, understanding and competence in ICT	✓		Interview(s)
Behaviour management skills	✓		Teaching episode(s) Interviews
Learning support skills		✓	Teaching episode(s) Interviews
Proven ability to empathise and relate positively to young people	✓		Teaching episode(s)
Willingness to be involved in the wider life of the school	✓		Application letter Interviews
Personal qualities			
Sense of fun and a willingness to share ideas and inspire young people	✓		Application letter Interviews
Enthusiasm and energy	✓		Interviews References Teaching episodes
Self-motivation and commitment	✓		
Good team player	✓		
Patience and diplomacy	✓		
Flexibility, resilience and excellent organisational skills	✓		
Ability to seek and act on advice	✓		
High expectations of self and others	✓		