PERSON SPECIFICATION

POST: Teacher of Vocational Studies

L = Letter I = Interview
App = Application R = Reference

	Essential	Desirable	Shown in
Qualifications and Training			
1. Qualified teacher status	✓		APP/L
2. Graduate	✓		APP/L
3.Evidence of further recent and appropriate professional development	✓		APP/L
4. Post graduate qualification		✓	APP/L
Experience			
1. Proven record of effective pastoral management		✓	L/I
2. Proven record of outstanding or consistently good classroom teaching	✓		L/I/R
3. Experience of strategies for the effective management of student behaviour	✓		L/I/R
4. Has made a positive difference to current post and can demonstrate how it was achieved	✓		L/I/R
5. Implementation of systems and processes to (a) monitor, review and evaluate teaching and learning, leadership and management and (b) to support a rapid rise in student achievement	✓		L/I/R
6. Curriculum planning and curriculum innovation		✓	L/I/R
7. Working in a school which includes urban, ethnically diverse communities		✓	L/I/R
Knowledge			
1. Current educational issues and their implications	✓		L/I/R
2. How to raise attainment, achievement and aspirations	✓		L/I/R
3. Developments in personalised learning and assessment	✓		L/I/R
4. The implications of Safeguarding	✓		L/I/R
5. How e-learning can support the curriculum and achievement	✓		L/I/R
6. Developing teaching styles to meet learning needs	✓		L/I/R

Skills and Abilities			
1. High order administrative and organisational skills, with good attention to detail	✓		L/I/R
2. Good oral and written skills	✓		L/I/R
3. Ability to manage student behaviour firmly, effectively and positively	✓		L/I/R
4. Resilience, ability to deal with a large volume of work and heavy demands on one's time	✓		L/I/R
5. Ability to reach logical conclusions and make high quality reasoned decisions based upon available information	✓		L/I/R
6. Ability to listen, reflect and respond accordingly	✓		L/I/R
7. Ability to command respect from students, staff, parents and the community	✓		L/I/R
8. Ability to work collaboratively to resolve problems and issues	✓		L/I/R
9. Ability to lead and to be part of a team	✓		L/I/R
10. ICT skills to support teaching, learning and management	✓		L/I/R
11. The ability to think and plan strategically	✓		L/I/R
12. The ability to formulate a clear plan for area or school improvement	✓		L/I/R
13. The ability to analyse data and form appropriate conclusions leading to the development of alternative strategies to address relevant issues.	✓		L/I/R
14. Excellent interpersonal skills including sensitivity, tact, diplomacy and wisdom	✓		L/I/R
15. Ability to see the funny side.	✓		L/I/R
Values			
1. Committed, open and honest with high standards and expectations of self and others	✓		L/I/R
2. Ambitious for student, school, colleagues and self	✓		L/I/R
3. Passionate about inclusion and equal access	✓		L/I/R
4. Likes children	✓		App/I