

Person Specification – Teacher of Languages (French, German or Spanish)

Category	Essential	Desirable	Method of Assessment
Physical	<ul style="list-style-type: none"> Smart business-like appearance 		Interview
Qualifications	<ul style="list-style-type: none"> Graduate Qualified Teacher Status Evidence of appropriate CPD related to teaching and learning 		Application Form and Interview
Experience	<ul style="list-style-type: none"> Values driven. Strong teaching ability. Strong behaviour management. Able to adapt teaching to the needs of all learners. 	<ul style="list-style-type: none"> Experience delivering extra-curricular and enrichment activities. Potential to lead subject area. 	Application Form and Interview
Training	<ul style="list-style-type: none"> Willing to participate fully in all relevant training. 		Application Form and Interview.
Special Knowledge	<ul style="list-style-type: none"> Knowledge of the national curriculum and KS4 specifications. Understanding of how to develop skills and attributes in students. Understanding of the assessment processes at KS3 and KS4 and how to use these to support planning and raise student attainment. Knowledge of a wide range of pedagogic approaches to cater for different learners. Good knowledge and understanding of strategies for promoting positive relationships with students and effective behaviour management techniques. Excellent understanding of what constitutes effective teaching and learning. 	<ul style="list-style-type: none"> Evidence of successful lesson planning, delivery, and evaluation. Ability to use and understand assessment data. Familiar with effective learner progress intervention strategies. 	Application Form and Interview

Disposition	<ul style="list-style-type: none"> • The capacity to consistently perform to a high level of success and act as a role model for other professionals. • Self-motivated with an ability to use own initiative. • Well-developed interpersonal and social skills. • A passion for education and making a difference. • Ability to meet deadlines. • Enthusiastic and always positive • Use critical thinking, creativity, and imagination. Able and willing to scrutinise own practice and to make their practice accessible to others. • Believe they can improve on their previous best. • Commitment to safeguarding children and young people. • Commitment to the Academy's music ethos. 		Application Form and Interview.
Practical and Intellectual Skills	<ul style="list-style-type: none"> • Commitment to safeguarding children and young people. Excellent communication skills • Excellent use of ICT to make learning engaging and dynamic and to support assessment. • The capacity to make decisions based on sound judgements. • The capacity to form positive learning-centred relationships with other professionals 	<ul style="list-style-type: none"> • Evidence of innovative practice. Successful • experience of teaching students of all abilities. 	
Legal Requirements	<ul style="list-style-type: none"> • Enhanced Disclosure & Barring Service Check confirming the appointee is not on the Children's Barred list. • This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role. <p>In line with the latest KCSIE guidance an online check will be carried out.</p>	<ul style="list-style-type: none"> • 	

Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.