**PERSON SPECIFICATION**

**POST: Teacher of Modern Foreign Languages SCHOOL: St Aidan's Church of England High School, Harrogate**

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| **FACTOR** | **ESSENTIAL** | **DESIRABLE** | **MEANS OF ASSESSMENT** |
| **Qualifications and Training** | * Relevant degree * Qualified Teacher Status * Ability to teach A-Level Spanish * Ability to teach KS3 French | * Languages graduate with good Honours Degree | Application form  Sight of certificates  Interview  References |
| **Professional Experience** | * Successful experience working in a secondary environment teaching **Spanish and French** * Experience of catering for different learning styles * Ability to teach Spanish to A Level |  | Application form  Interview  References |
| **Skills, Knowledge and Aptitudes** | * A love of languages at a teaching and personal level * Excellent classroom practitioner * Ability to make lessons engaging to all students * Ability to relate well to students in both teaching and pastoral roles * Good ICT skills to enhance learning * Excellent subject knowledge across Key stages * Ability to set consistently high expectations for all students through classwork and homework * Ability to plan lessons and sequences of lessons with clear objectives to ensure progression of students | * Effective in using differentiation to ensure success for all | Interview  Lesson observation  References |
| **Personal Qualities** | * Enthusiasm and drive * Ability to motivate students * Genuine belief in the potential of every student * Integrity and a sense of fairness * Good communication and interpersonal skills * Effective organisational skills * Ability to work in a team where ideas are shared and developed together * Prepared to accept responsibility and take initiative | * A commitment and be able to contribute to the spiritual, moral, social and cultural life of the school community with an interest in extra - curricular and enrichment opportunities. Again eventually if not immediately in the case of a prospective NQT. * Ability to support and mentor pupils | Interview  Lesson observation |
| **Special Requirements** | * Enhanced disclosure with DBS |  | Application form  Interview  References |