**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 formSight of certificatesInterviewReferences |
| **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 formInterviewReferences |
| **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
 | InterviewLesson observationReferences |
| **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
 | InterviewLesson observation |
| **Special Requirements** | * Enhanced disclosure with DBS
 |  | Application formInterviewReferences |