

**PERSON SPECIFICATION
MAIN PAY RANGE TEACHER CONYERS SCHOOL**

Essential	Desirable	Source of Evidence
The criteria used should be kept to a reasonable number		
1. Qualifications and Training <ul style="list-style-type: none"> • Qualification Teacher Status (QTS) • Evidence of continued career development • Degree 		Application Form/ Written Reference
2. Experience <ul style="list-style-type: none"> • Experience of teaching across the 11-16 range, with evidence of having achieved successful pupil outcomes • Knowledge and understanding of how young people learn • A sound grasp of the concept of inclusive practice • Knowledge of issues relating to equal opportunities multi-cultural education; • Personal and social education; special educational needs and how to meet • the needs of gifted children • Knowledge of current educational issues. 	Experience of leading A level or Level 3 qualifications. Ability to teach German or Spanish	Application Form/Written Reference/Selection Activity/Formal Interview
3. Professional Knowledge <ul style="list-style-type: none"> • A clear and good understanding of current educational issues, theory and practice, with particular regard to • Subject Specialism • Equality and issues relating to pupils' access to teaching • Classroom organisation and class management 		Letter of Application Formal Interview Selection Activity
4. Professional Skills The ability to create a safe and rich learning environment involving: <ul style="list-style-type: none"> • Clear ideas for, and demonstrated • experience of, classroom organisation, planning and record keeping • A good understanding of child development and the ability to differentiate and select appropriate resources in accordance with pupils' ability. • Creating a stimulating and enriching visual environment for the classroom • The ability to work closely with teaching and support staff in developing the school curriculum and the pastoral work of the school • The ability and willingness to work with parents and encourage their active participation in Education 		Letter of Application Formal Interview Selection Activity

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<p>5. Personal Attributes</p> <ul style="list-style-type: none"> • Good written and oral communication skills • Flexibility and willingness to be involved in the school and see the school as a community 		<p>Letter of Application Formal Interview Selection Activity</p>
<p>6. Personal</p> <p>Able to demonstrate a commitment to:</p> <ul style="list-style-type: none"> • Equal opportunity for all school users • Encouraging children to develop self-esteem and tolerance of others • Furthering your own professional knowledge, skills and experience. 		<p>Letter of Application Formal Interview Selection Activity</p>
<p>7. Safeguarding Children</p> <ul style="list-style-type: none"> • Able to form and maintain appropriate relationships and personal boundaries with children • Has appropriate motivation to work with children and young people • Has the ability to maintain appropriate relationships and personal boundaries with children and young people • Has emotional resilience in working with challenging behaviours; and appropriate attitudes to the use of authority and maintaining discipline • Demonstrate commitment to safeguarding and promoting the welfare of children and young people in accordance with the DfE statutory guidance Keeping children safe in education 		<p>Selection Activity Written Reference Formal Interview</p>