

Post of Teacher: Person Specification

Selection Criteria	Essential	Desirable	How Assessed
Qualifications, training & experience • Qualified Teacher Status • Graduate Status, preferably in subject taught and a good degree • Taught (preferably across the ability range) at KS3 and KS4 • Taught Post-16 • Good examination outcomes with KS4/5 • Using ICT in teaching	✓ ✓ ✓	 ✓ ✓ ✓	A, R A, R A, R, I A, R, I A, R, I A, R, I
Knowledge & understanding of Subject • Knowledge of current educational developments in the subject • Ability to use comparative data to establish benchmarks, target resources and raise achievement • Experience of working with staff to develop practice and raise standards	✓ ✓	 ✓	A, R, I A, R, I A, R, I
Leading Teaching and Learning • Excellent classroom practitioner with evidence of practice at KS3 and 4 • Excellent classroom practitioner with evidence of practice at Post-16 • Evidence of teaching experience within a specialist curriculum area and extra-curricular areas • A good understanding of current thinking about learning and assessment • Knowledge of the uses of ICT as a teaching and learning tool	✓ ✓ ✓ ✓	 ✓ 	A, R, I A, R, I A, R, I I A, R,
Working with People • An effective communicator – verbal and written, to individuals, and groups • Able to foster an open, fair and equitable culture, enthuse and motivate people • Ability to build trust with partners and act in an ambassadorial role for the school	✓ ✓ ✓	 	A, R, I A, R, I A, R, I

In the community • Ability to form constructive relationships with all stakeholders • Outward looking with a desire to find best and next practice in order to move the school forward	✓ ✓		R, I R, I
Personal Attributes • A reflective practitioner and with good listening skills • Well organized & prepared with good time management skills • Ambitious, with the potential to move to promoted post in due course • Flexible, hardworking and diligent • A proactive problem – solver • Ability to maintain optimism, enthusiasm, humour and energy, even in the most difficult of circumstances	✓ ✓ ✓ ✓ ✓ ✓		R, I R, I I R, I R, I R, I
Special Requirements • Fitness to undertake the full range of duties of the post on a daily and long-term basis • No adverse criminal record	✓ ✓		R, I A, R, I

A = Application form and letter I = Interview process

R = References