



Person Specification –Teacher

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	A DfE recognised and relevant teaching qualification.
2	Able to design and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.
3	Recent experience of teaching KS3 and KS4. This includes experience of teaching GCSE.
4	A good knowledge and understanding of subject area and the relevant statutory and non-statutory curricula / frameworks.
5	A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies.
6	Good written communication skills

Desirable

7	BA/BSc Degree in the subject area (or related to the subject area) or relevant in depth knowledge of subject area.
8	Other interests / expertise that would benefit learners and the school.
9	Knowledge of examination / testing requirements.
10	Able to teach in an additional Key Stage(s) ie Post 16 and / or subject area(s) ie Ebacc.



Part B: Assessment Stage

Items 1 - 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress.
2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Able to engage and motivate learners in the school environment.
4	Able to contribute to and support the development of the curriculum.
5	Have positive values, attitudes and have high expectations for learners.
6	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well being.
7	Able to work collaboratively as member of a team and contribute to the professional development of colleagues, including the sharing effective practice.
8	Able to plan, organise and prioritise and manage time effectively.
9	Good verbal and interpersonal skills.
10	Able to use ICT knowledge and skills in the learning environment.
11	Have positive values, attitudes and have high expectations for learners.

Desirable

12	A willingness and / or ability to teach across the primary / secondary age range.
13	Willing and able to contribute to extra curricular activities.
14	Willing and able to contribute to whole school development initiatives / school improvement planning / self evaluation.



The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	Yes
Lesson Observation	Yes	Structured discussion with pupils	Yes
Other (specify)	No		

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	List 99 and/or POCA List (residential establishments only) check
4	Professional Registration/QTS check with the National College for Teaching and Leadership
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Medical clearance
7	A good attendance record