

Person Specification: Main Scale Teacher

| | | Essential | Desirable | Method of Measuring |
|---|---|------------------|------------------|----------------------------|
| Training, Education and Qualifications | Good honours degree in a relevant subject, 2:2 or above | X | | A, C |
| | Qualified Teacher Status | X | | A, C |
| Knowledge and Experience | Experience of teaching the relevant subject at KS3 and/or KS4 | X | | A, L, I |
| | Knowledge and understanding of subject area(s) | X | | A, L, I |
| | Principles and practices of monitoring, assessment, and evaluation | X | | A, L, I |
| | Ability to demonstrate high expectations of student behaviour and establishment of a clear framework to promote self-control and independent learning | X | | A, L, I |
| | Preparation of schemes of work and lesson planning | X | | A, L, I |
| | Experience of providing strategies for students with additional needs | X | | A, L, I |
| | Knowledge of formative assessment techniques | | X | A, L, I |
| Skills | Confident and innovative teaching | X | | L, I |
| | Enthusiastic and able to engender enthusiasm in others | X | | L, I |
| | Excellent planning and organisation skills | X | | A, L, I |
| | Excellent IT skills in all areas of Microsoft Office | X | | A, L, I |
| | The application of technology in teaching and learning | | X | A, L, I |
| | Able to communicate effectively and professionally with students, parents, colleagues and the wider community | X | | A, L, I |
| Personal Qualities | Able to work collaboratively with colleagues. | X | | A, L, I |
| | Able to develop constructive relationships with students | X | | A, L, I |
| | Able to develop a positive ethos within the teaching area | X | | A, L, I |
| | A high level of resilience | X | | A, L, I |
| | A commitment to safeguarding and promoting the welfare of children and young people. | X | | A, L, I |

Note to Applicants:

The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job. The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the Essential Criteria.

The **Evidence** column shows how the School will obtain the necessary information about you. The evidence will be the Application form (A), Letter (L), Certificate (C), Interview and selection processes (I) and references (R). The essential criteria will be used for short listing and if all candidates meet the essential criteria then the desirable criteria will be used.