Person Specification

Main scale teacher

Criteria	Essential	Desirable	Assessed through
Qualifications	1. Educated to degree level 2. Qualified Teacher Status (or equivalent)	A. Degree in related subject area B. Evidence of ongoing professional development	All - Application form & Certificates
Experience	1. Work or training in a secondary school environment 2. Ability to teach across KS3-5 3. Evidence of effective teaching that has supported students in making good progress	A. Successful experience of teaching GCSE, BTEC or A level qualifications B. Experience of exam marking	All - Application form & References
Knowledge & Understanding	1. Understanding and commitment to safeguarding and child protection procedures 2. Strong, up to date knowledge of the curriculum in your specialist area 3. Understanding of a range of appropriate assessment techniques within your specialist subject area 4. A passion for your subject that will inspire and excite students	A. Strong understanding of cognitive learning methods B. Understanding of factors that can inhibit learning and strategies that can be used to overcome barriers C. Good understanding of SEN and strategies to ensure needs are met D. Membership of relevant subject/professional body E. Experience of successfully implementing restorative practices	1 - Application form / Interview 2 - Application form / Curriculum activity 3 - Application form / Marking and feedback activity 4 - Application form / Interview A - Application form / Curriculum activity / interview B - Application form / Interview day C - Interview day D - Application form E - Interview day
Skills	1. Effectively communicate ideas and concepts 2. Ability to listen effectively and form good interpersonal relationships	A. Ability to appropriately challenge ideas or beliefs they believe are wrong B. Ability to effectively plan series of	1 - Application form / Lesson observation / Curriculum activity 2 - Application form / References / Interview day

	3. Ability to work independently or as part of a team as required 4. Strong organisational and time management skills. 5. The ability to use a variety of teaching and feedback strategies 6. The ability to monitor and effectively evaluate pupil progress.	lessons that secure knowledge and skills C. Experience of having designed, implemented and evaluated effective, imaginative and interesting lessons and schemes of work. D. An ability to use data to inform interventions to raise achievement.	3 - Interview day / References 4 - Interview day / References 5 & 6 - Interview day / References A - Interview / one to one discussion B - Curriculum activity C - References / curriculum activity D - References / interview day
Personal qualities	1. Evidence of a commitment to continuous personal development and improvement 2. Ability to perform well when placed under pressure 3. Regularly meets deadlines 4. Forms positive and productive relationships with staff and children 5. Honest and trustworthy 6. High expectations of self and others	A. High levels of emotional intelligence. B. Resilience and the optimism to deal with day to day challenges. C. Self confidence and the ability to make appropriate decisions. D. Potential for promotion and the ambition to lead.	1 - Application form / interview / one to one meeting 2 - Interview day / References 3 - References 4 - References / lesson observation / one to one meeting 5 - References 6 - References / one to one meeting / interview day A - Application form / References B - Interview / References C - One to one discussion / Interview D - References / Interview