



**Person Specification  
Teacher**

| Attributes  | Essential                                 | Desirable | How Identified                               |
|---|---|-----------|--|
| <b>Education and Training</b>   |   |           |  |
| <ul style="list-style-type: none"> <li>• A good degree in relevant subject;</li> <li>• QTS (Secondary) already achieved (or on track to achieve by end of current school year)</li> </ul>   | *<br>*                                    |           | Application Form, Qualifications             |
| <b>Experience</b>   |   |           |  |
| <ul style="list-style-type: none"> <li>• Successful secondary school teaching or teaching practices;</li> <li>• Ability to teach across the subject, ability and age range</li> </ul>   | *<br>*                                    |           | Application Form, Reference                  |
| <b>Knowledge</b>  |   |           |  |
| <ul style="list-style-type: none"> <li>• A range of subject specific knowledge, including awareness of recent subject developments;</li> <li>• Ability to use data to inform target setting and planning;</li> <li>• Ability to teach in a second or related subject area</li> </ul>  | *<br>*                                    | *         | Application Form, Interview                  |
| <b>Skills</b>   |   |           |  |
| <ul style="list-style-type: none"> <li>• Ability to communicate effectively with 11-18 year old students;</li> <li>• Ability to work closely and productively with teachers and support staff;</li> <li>• A willingness to contribute to the development of department schemes of work and teaching resources;</li> <li>• Ability and confidence to use a wide range of teaching and learning styles in the classroom;</li> <li>• Ability to evaluate impact of lessons to develop future planning;</li> <li>• A willingness to develop the use of ICT for teaching and learning;</li> <li>• An ability to act as a role model of outstanding classroom management and discipline;</li> <li>• Ability to communicate effectively with parents when appropriate;</li> <li>• A willingness to fulfil a pastoral role as a tutor;</li> <li>• Ability to coach and mentor others</li> </ul> | *<br>*<br>*<br>*<br>*<br>*<br>*<br>*<br>* | *         | Application Form, Interview                  |
| <b>Personal Attributes</b>  |   |           |  |
| <ul style="list-style-type: none"> <li>• A commitment to working with students of all abilities to reach their potential (equal opportunities and inclusion);</li> <li>• A genuine liking for young people;</li> <li>• An effective and creative team player;</li> <li>• A lively, motivated and enthusiastic practitioner;</li> <li>• A willingness to use initiative in order to strive for continuous improvement;</li> <li>• Ambitious for career development;</li> <li>• Reliable</li> <li>• A commitment to continuous professional development;</li> <li>• A willingness to be involved in extra-curricular activities;</li> <li>• A commitment to upholding the values and policies of the school, particularly with regard to promoting the welfare of, and safeguarding children.</li> </ul>  | *<br>*<br>*<br>*<br>*<br>*<br>*<br>*<br>* | *         | Application Form, References, Interview, DBS |