



## PERSON SPECIFICATION – SECONDARY TEACHERS

When filling in the application form please demonstrate with clear, concise examples how you met the requirements of the post. You will be assessed in relation to the **Essential and Desirable** criteria. Please bear in mind that you must possess the Essential Criteria to be able to do the job. If there are large numbers of applicants for the post, then all of the criteria will be used in shortlisting.

		Essential	Desirable	Evidence
<b>Qualifications and Experience</b>				
1	Educated to degree level or equivalent	✓		A
2	Qualified teacher status	✓		A
3	Higher degree		✓	A
4	Proven experience of teaching across Key Stages/multiple Key Stages and strong student performance	✓		A, I, R
5	Proven experience of teaching IGCSE / A Level	✓		
6	Experience of providing extra-curricular activities	✓		
7	Evidence of Professional Development	✓		
8	Knowledge and understanding of Safeguarding Practice	✓		A, I
9	Successful experience of leadership within a Key Stages or subject area		✓	A, I, R
10	Experience of sustaining the delivery of high-quality teaching and learning	✓		A, I, R
11	Experience of using performance data to inform teaching & learning and tracking pupil progress	✓		A, I, R

<b>Skills and Knowledge</b>				
12	Thorough working knowledge of either KS3, KS4 and/or KS5	✓		A
13	Promote effective teaching & learning	✓		A, I, R
14	Promote a range of effective teaching and assessment methods	✓		A, I
15	The development of a learning environment through positive behaviour management	✓		I, R
16	Understands and values the processes of planning, monitoring and evaluation as an aid to raise standards	✓		I, R
17	Is aware of own role and responsibility to safeguarding pupils	✓		I, R
18	Excellent personal, oral and written presentation skills	✓		A, I, R
19	Effective behaviour and classroom management	✓		I, R
20	Has a good understanding of and can use a range of assessment for learning strategies	✓		A, I
21	Be able to deploy support staff effectively	✓		A, I, R
22	A working knowledge of the statutory assessments and how they affect school	✓		A, I

<b>Personal Attributes and Behaviours</b>				
23	Adaptability and flexibility to changing circumstances and new ideas	✓		I, R
24	A belief that schools have a responsibility to prepare students for life	✓		I, R
25	Creative, courageous and resilient	✓		I, R
26	Ability to respond positively for feedback	✓		I, R
27	Sustain personal motivation and that of colleagues	✓		A, I, R
28	Willing to take responsibility and ownership	✓		A, I, R
29	Team player	✓		I, R
30	High expectations	✓		A
31	A commitment to safeguarding and promoting the welfare of children, young people and/vulnerable adults	✓		A, I

<b>Ability to Fulfil Wider Professional Responsibilities</b>				
32	Willing to make a positive contribution to the wider life and ethos of the School	✓		I, R
33	Ability to develop effective professional relationships with colleagues, students and parents	✓		I, R

**Key to Evidence: A = Application**

**I = Interview**

**R = Reference**