

PERSON SPECIFICATION

E = Essential, D = Desirable

Method of Assessment The table indicates the possible method/s by which the skills/knowledge/level of competence in each area will be assessed.	Essential or Desirable	Application Form	Interview (or other selection activity)
Qualifications:			
Degree, teaching qualification in the specified curriculum area	E	✓	
Recent record of appropriate CPD being undertaken	E	✓	
Higher Level Degree, further educational qualifications	D	✓	
Experience:			
Proven experience teaching across the Key Stages	E	✓	✓
Proven experience of the delivery of teaching to promote learning and achievement across Key Stages	E	✓	✓
Evidence of using data effectively to support improvements to attainment and progress across student groups	E	✓	✓
Have an understanding of what highly effective evidence-based pedagogy and practice looks like	E	✓	✓
Experience of being a team player, with good people skills and evidence of the impact of these on raising student performance	E	✓	✓
Evidence of being a highly effective teacher with strong subject knowledge and classroom practices	E	✓	✓
Experience of taking positive action to improve the quality of your students' learning	E	✓	✓
Proven experience in maintaining a thorough and up-to-date knowledge of the teaching of your subjects, taking into account wider curriculum developments	D	✓	✓
Supporting extra-curricular activities	D	✓	✓
Skills and Abilities:			
An obvious and infectious passion for learning and in particular, supporting students to meet their individual needs within your subject area	E	✓	✓
Ability to enthuse and motivate the students to raise standards within the classroom even further	E	✓	✓
Self-critical, awareness of own strengths and development targets, and professional development requirements	E	✓	✓
Inspire trust and confidence in your students and colleagues	E	✓	✓
Ability to build team commitment amongst your students and colleagues	E	✓	✓

Ability to think both analytically and creatively	E	✓	✓
Strong organisational skills and the ability to consistently meet deadlines	E	✓	✓
Ability to work independently and be a team player	E	✓	✓
Ability to relate effectively to students, colleagues and parents	E	✓	✓
Confident and competent in the use of ICT to enhance learning, monitor progress and communicate with others	E	✓	
Commitment to the College's vision and values – desire to make a difference	E	✓	✓
Be a role model, promoting both the College's and the Trust's values	E	✓	✓
Personal Qualities:			
Professional, enterprising, personal impact	E	✓	✓
Outgoing, warm personality, approachable, inclusive	E	✓	✓
Positive, adaptable	E	✓	✓
Energetic, enthusiastic	E	✓	✓
Self-motivated, self-confident	E	✓	✓
Calm under pressure, emotionally intelligent	E	✓	✓
Sensitivity, fairness, tact, discretion	E	✓	✓
Reliable, committed	E	✓	✓
VALUES-BASED BEHAVIOURS:			
Compassion:			
Recognising need in others and acting with positive intention to promote wellbeing and improve outcomes.	E		✓
Aspiration:			
Works to high expectations, modelling the delivery of high-quality outcomes.	E		✓
Showing passion, persistence and resilience in seeking creative solutions to strive for continuous improvement and excellence.	E		✓
Integrity:			
Acting always in the interests of children and young people.	E		✓
Acting with a consistent and uncompromising adherence to strong moral and ethical principles.	E		✓
Communicating with transparency and respect, creating a working environment based on trust and honesty.	E		✓
Collaboration:			
Creating a shared vision and working effectively across boundaries in an equitable and inclusive way to skilfully influence and engage others.	E		✓