



Person Specification – Subject Teacher

	ESSENTIAL	DESIRABLE	HOW ASSESSED
Qualifications	<ul style="list-style-type: none">• Degree or relevant qualification and experience• Qualified Teacher Status	<ul style="list-style-type: none">• Evidence of continued professional development	A
Experience	<ul style="list-style-type: none">• Successful teaching within Key Stage 3 – 4 providing a curriculum that ensures a high standard of achievement for all pupils.• Evidence of good or outstanding teaching which impacts children's progress.	<ul style="list-style-type: none">• Working with learners from a variety of social and cultural backgrounds• Supporting learners with SEN• Working with parents / carers and multi agencies• Experience of teaching at KS5	A I R
Knowledge and Understanding	<ul style="list-style-type: none">• The requirements of the National Standards for Teachers.• Monitoring, assessment, recording and reporting learners' progress• A secure understanding of assessment for learning strategies in order to impact positively on children's progress• The importance of community working• The theory and practice of providing effectively for the individual needs of all learners• Safeguarding practices• Responsibilities under the SEN Code of Practice	<ul style="list-style-type: none">• The importance of developing an effective learning environment to enhance learning.	A I O
Skills / Abilities	<ul style="list-style-type: none">• Actively promote the school's values, aims and objectives• Develop good professional relationships within and across teams.• Establish effective relationships with learners, parents / carers and the school community	<ul style="list-style-type: none">• Make an additional contribution to extra-curricular activities	R A I O

	<ul style="list-style-type: none"> • Effectively manage challenging behaviour • Create an environment that promotes independence, creativity and challenge • Demonstrate good ICT skills • Support the development of a curriculum area • Demonstrate excellent literacy / numeracy skills • Lead and manage support staff to ensure effective learning • Reflect upon and adapt practice 		
Personal Characteristics	<ul style="list-style-type: none"> • Professionalism • Effective communication skills • Approachability and sensitivity • Excellent organisational skills • Honesty, reliability and confidentiality • Flexibility, enthusiasm, resilience and drive • A commitment to further professional development and training • Ability to inspire, engage and motivate all learners to reach their full potential. 	<ul style="list-style-type: none"> • Creative and dynamic approaches 	I R

A = Application Form

I = Interview

R = Reference

O = Observation