

PERSON SPECIFICATION: Teacher

Method of assessment (MoA)

AF = Application Form L = Letter

O = Observation

I = Interview

R= Reference

	ESSENTIAL	METHOD OF ASSESSMENT				
		AF	L	O	I	R
Qualifications	A good degree in a related subject, or equivalent	✓				
	Qualified Teacher Status, or be eligible for Qualified Teacher Status through an appropriate route.	✓				
	Have passed the professional skills test in numeracy, literacy and ICT.	✓				
Professional Knowledge and Understanding	At an appropriate level:					
	Have a knowledge and understanding of a range of teaching, learning and behaviour management strategies and know how to use and adapt them.	✓	✓	✓	✓	✓
	Know and understand how to personalise learning and provide opportunities for all learners to achieve their potential.	✓	✓	✓	✓	✓
	Know the assessment requirements for the subject/curriculum areas they are trained to teach.	✓	✓		✓	✓
	Have a secure knowledge and understanding of their subjects/curriculum areas and related pedagogy to enable effective teaching across the age and ability range.	✓	✓	✓	✓	✓
	Know how to use local and national statistical information to evaluate the effectiveness of their teaching, to monitor progress and raise attainment.	✓	✓		✓	✓
	Know the legal requirements, national policies and guidance on the safeguarding and promotion of the well-being of young people.	✓	✓		✓	✓
	Demonstrate awareness and understanding of the implication of equality, inclusion and multi-cultural education.	✓	✓	✓	✓	✓
	Understand how students with special needs may be integrated in to the classroom.	✓	✓	✓	✓	✓
Professional Skills	At an appropriate level:					
	Able to plan for progression across the age and ability range, designing effective learning sequences, demonstrating secure subject/curriculum knowledge.	✓	✓	✓	✓	✓
	Able to use a range of teaching and learning strategies and resources, including e-learning	✓	✓	✓	✓	✓
	A confident and competent user of ICT.	✓	✓	✓		
	Able to make effective use of a range of assessment, monitoring and recording strategies to assess learning	✓	✓		✓	

	needs and set challenging learning objectives and raise standards.					
	ESSENTIAL	AF	L	O	I	R
	Able to provide timely, accurate and constructive feedback on attainment, progress and areas for development	✓	✓		✓	✓
	Demonstrate the ability to work independently and collaboratively as a member of a team, sharing and developing effective practice.		✓	✓	✓	✓
Professional Attributes	At an appropriate level:					
	Be aware of the professional duties of teachers and the statutory framework within which they work.	✓	✓		✓	
	Have high expectations of students including a commitment to ensuring that they can achieve their full potential and to establishing fair, respectful, trusting, supportive, and constructive relationships with them.	✓	✓	✓	✓	✓
	Be aware of the policies and practices of the school and share in the collective responsibility for their implementation.	✓	✓		✓	
	Able to communicate effectively, both orally and in writing, with students, colleagues, parents, carers, Governors, etc.	✓	✓	✓	✓	
	Have a commitment to collaboration and co-operative working.	✓	✓		✓	✓
	Demonstrate positive values, attitudes and behaviour and adopt high standards of behaviour in their professional role.	✓	✓	✓	✓	✓
	Evidence of continuous INSET/training and commitment to continuing and further professional development	✓	✓		✓	✓
	Demonstrate ability to act upon advice and feedback and be open to coaching and mentoring.	✓	✓	✓	✓	
Personal Characteristics						
	Be creative in problem solving together with a willingness to take on or try new approaches and ideas.	✓	✓	✓	✓	
	Demonstrate reliability and integrity.	✓	✓		✓	✓
	Have good personal organisation.	✓	✓	✓	✓	✓
Contra Indications	Criminal Convictions involving offences against children	✓			✓	✓