



TLR I TEACHER PERSON SPECIFICATION

SPECIFICATION	ESSENTIAL	DESIRABLE	HOW ASSESSED
Qualification	<ul style="list-style-type: none">• Degree• QTS	<ul style="list-style-type: none">• Relevant post-degree and/or NPQ qualification	<ul style="list-style-type: none">• Application checked by original documentation
Experience and Knowledge	<ul style="list-style-type: none">• A vision for the role• Experience of managing staff• Good understanding of the National Curriculum and GCSE syllabus for specialist subject and its assessment requirements• Excellent knowledge of specialist subject, curriculum and pedagogy• Have successfully led for impact on the development of an area of specialist subject• Class teaching across the ability range at KS3 and KS4• Excellent classroom practitioner• Proven track record of exam success• Track record of successful intervention• An understanding of Equal Opportunities in relation to specialist subject	<ul style="list-style-type: none">• Significant and recent experience of middle leadership responsibility• Involvement in an area of whole school development	<ul style="list-style-type: none">• Application• Lesson observation• Interview process• References
Skills and Abilities	<ul style="list-style-type: none">• Organisation, time management and ability to prioritise• Ability to adapt and respond• Ability to get the best out of students that raise standards of achievement and aspiration• Ability to establish and maintain positive relationships with students that supports behaviour, learning and outcomes• Good ICT skills• Ability to understand and use data• Excellent interpersonal skills• Effective management skills for both people and resources	<ul style="list-style-type: none">• Ability to offer a second subject	<ul style="list-style-type: none">• Application• Interview process• References
Attributes and Attitudes	<ul style="list-style-type: none">• Commitment to supporting, implementing and realising the school's aims• Embodies the school's values• A commitment to extracurricular activities		<ul style="list-style-type: none">• Application• Interview process• References

	<ul style="list-style-type: none"> • Leads by example • Hard working • Resilient • Energy, enthusiasm and passion for teaching and working with young people • Able to hold others to account • An appreciation of and commitment to working closely in a team • Approachable, understanding and empathic • Good sense of humour • Good attendance and punctuality • A commitment to own professional development • Enhanced DBS clearance • A commitment to safeguarding the welfare of children • A commitment to equal opportunities 		
Contra Indicators	<ul style="list-style-type: none"> • Criminal convictions involving offences against children • Poor attendance record 		