



## TLR I TEACHER PERSON SPECIFICATION

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

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