

Generalist Teacher Person Specification

Criteria assessed by:

Application form - A | Personal Statement - P | References - R | Interview - I

Qualifications	Evidenced by
Qualified teacher status	A
Relevant degree at second class honours or higher	A

Professional Development	Evidenced by
Evidence of appropriate professional development commensurate with the role of teacher	A
Up to date safeguarding training and knowledge of legislation for the protection of young people	A, I
Evidence and impact of wider professional reading and engagement in pedagogy and research	P

Subject Knowledge & Experience	Evidenced by
Proven and recent experience of teaching a subject specialism across a wide range of ability groups in KS3 and KS4	P, R, I
Be able to demonstrate a thorough knowledge of curricula commonly taught in schools	R, I
Demonstrate creative and dynamic approaches to teaching chosen subject specialism which support students with a range of needs	I
Ability to teach, or support the teaching of, chosen subjects specialism at A level	I
IT literate and have the ability to use educational technology in a highly effective way to enhance teaching and learning	I

Experience & knowledge of inclusion	Evidenced by
Is able to evidence successful engagement of pupils who are 'hard to reach', are neuro divergent or have SEND	P, I
Ability to generate a creative and effective learning environment, independently, for all students	I
Be a consistently outstanding teacher who has achieved excellent outcomes by showing an excellent understanding of how students learn best	R
Be able to demonstrate your commitment to the principles of Keeping Children Safe in Education	P, I

Professional attributes	Evidenced by
Ability to support and develop the vision, aims and ethos of the school	I
Have excellent written and verbal communication skills	A, P, I
Be an excellent team worker and support the team to achieve shared goals	R, I
Demonstrate a commitment to inclusion and have high aspirations for vulnerable young people, advocating for them amongst professionals	R, I

Personal Qualities	Evidenced by
Think analytically and creatively and demonstrate initiative in problem solving	R, I
Honest and transparent with great personal integrity	R, I
Has resilience, dynamism and positivity	R, I
Is aware of personal strengths and areas for development and is open and responsive to feedback	R, I
Can remain calm under pressure, be responsive and adapt quickly to change	R, I
Can work independently and be proactive in the classroom	R, I
Can recognise and respond to the needs of others and is able to adapt an appropriate response	R, I