



## Personal Specification

Job Title: Teacher Main scale	Essential	Desirable	How identified
<b>Qualifications</b>			
A relevant degree	✓		App
Qualified teacher status	✓		App
<b>Experience / Skills</b>			
Relevant classroom experiences	✓		App / Int / Ref
Ability to use ICT effectively.	✓		App / Int
Collaborative teaching methods and working with colleagues in the preparation, assessment and monitoring work	✓		App / Int / Ref
Demonstrable experience of improving student outcomes (If ECT understanding of what high expectations would entail.)	✓		App / Int / Ref
Experience as a form tutor and or/ pastoral work		✓	App / Int / Ref
<b>Personal Qualities</b>			
Must be well organised and well presented	✓		Int
A role model for colleagues and students	✓		Int / Ref
Positive attitude to change	✓		Int
Excellent interpersonal skills so that relationships with colleagues are professional and supportive and a sense of team work is developed	✓		App / Int / Ref
Ability to work hard under pressure while maintaining a reflective, positive, professional 'can do' attitude	✓		App / Int / Ref
The capacity to work smart and manage and direct one's own workload so that deadlines are met, lessons are well prepared and a work life balance is maintained.	✓		Int / Ref
Commitment to personal career development	✓		App / Int / Ref
<b>Knowledge and Understanding</b>			
Understanding of the assessment processes at all key stages and how to use these to support planning and interventions to raise student achievement	✓		App / Int
Good knowledge of pedagogy and a range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged; most notably the disadvantaged.	✓		App / Int / Ref
Awareness of safeguarding issues	✓		App / Int
Deep subject knowledge.	✓		App / Int / Ref
<b>Equal Opportunities</b>			
Understanding of different social backgrounds of pupils	✓		Int / App
Understanding the needs of pupils and the appropriate strategies to support them	✓		App / Int / Ref
A passionate commitment to inclusion and removal of barriers to learning for disadvantaged students		✓	App / Int