

Person Specification – Subject Teacher

Criteria	Essential	Desirable	Assessed by
Qualifications & Attainments			
Teaching Qualification	✓		Application
Qualified Teacher Status		✓	Application
First Degree	✓		Application
Evidence of further study		✓	Application
Evidence of CPD & its impact on school improvement		✓	Application / Interview
Experience & Knowledge			
Proven record of success as a teacher or lecturer in education	✓		Application / Reference
An understanding of barriers to learning and how to overcome these	✓		Interview / Reference
Excellent classroom practitioner with knowledge, understanding and practical application of teaching strategies to enable students to maximize student progress	✓		Interview / Application
Clear vision for and track record of raising achievement for all students, including strategies for dealing with underachievement	✓		Application / Interview / Reference
Excellent classroom management skills and a positive, consistent approach to behavior for learning	✓		Application / Interview / Reference
Knowledge and understanding of how to sequence learning within and between lessons to ensure that students know and remember more	✓		Application / Interview / Reference
Knowledge and understanding of current curriculum developments in relevant subject areas at KS4 and KS5	✓		Application / Interview
Skills & Abilities			
Professionally confident with highly effective written & verbal communication & interpersonal skills	✓		Application / Interview / Reference
Enthusiastic, optimistic with a sense of humour	✓		Interview

Positive & practical approach to change & challenge	✓		Interview
Capacity to innovate, inspire & motivate	✓		Interview / Application / Ref
Clear vision & values	✓		Interview / Application
Effective organisational & administrative skills	✓		Interview
Effective user of new technologies	✓		Interview / Application
Good team player, sharing accountability for achievement & success	✓		Application / Reference
Knowledge & understanding of health and safety, safeguarding, preventing extremism & radicalisation and SMSC	✓		Interview / Application / Ref
Willing to challenge inefficiency, ineffectiveness or complacency	✓		Interview / Application / Ref
Essential Attributes			
Initiative: Demonstrating the willingness & ability to use initiative – whether that means deciding on necessary action & following it through - or suggesting ways to work in a better way.	✓		Application / Interview
Interpersonal Skills: The ability to communicate & interact with other people in a way that promotes cooperative relationships	✓		Application / Interview
Teamwork: The willingness and ability to collaborate & work closely with colleagues in a mutually supportive manner	✓		Application / Interview