

**Person Specification - Subject Teacher**

Criteria	Essential	Desirable	Method of Assessment
Qualifications	<ol style="list-style-type: none"> <li>1. Qualified to teach and work in the UK</li> <li>2. Good honours degree</li> </ol>	<ol style="list-style-type: none"> <li>1. Further professional qualification</li> </ol>	Application form
Experience	<ol style="list-style-type: none"> <li>1. Teaching experience at KS5 and/or KS4</li> <li>2. An excellent classroom practitioner</li> <li>3. Evidence of successful curriculum delivery</li> </ol>	<ol style="list-style-type: none"> <li>1. Experience of enrichment opportunities</li> <li>2. Experience of teaching at 'A' level</li> </ol>	Application form and references
Professional skills	<ol style="list-style-type: none"> <li>1. The ability to inspire, develop and motivate students</li> <li>2. Clear and effective communication</li> <li>3. Ability to manage practical activities</li> <li>4. Ability to manage young people effectively</li> <li>5. Organisation and management of resources</li> <li>6. Ability to set targets for students in relation to achievement</li> <li>7. Ability to form and maintain appropriate relationships and personal boundaries with young people</li> </ol>		Application form, letter and interview
Personal qualities, skills and characteristics	<ol style="list-style-type: none"> <li>1. A genuine interest in young people</li> <li>2. Energy and drive</li> <li>3. Resilience and determination</li> <li>4. Ability to work as part of a team</li> <li>5. High expectations of achievement and behaviour</li> <li>6. Able to articulate personal values in relation to education</li> <li>7. Committed to safeguarding and promoting the welfare of children</li> <li>8. Respect for students, staff, parents and governors</li> </ol>	<ol style="list-style-type: none"> <li>1. Willingness to seek further professional development</li> <li>2. Ambitious to further career</li> </ol>	Application form, letter and interview

Knowledge / special aptitudes	<ol style="list-style-type: none"> <li>1. Knowledge and understanding of 'A' level teaching</li> <li>2. The ability to recognise good classroom practice</li> <li>3. The ability to use student data to monitor and improve performance</li> <li>4. Confidence in using ICT to support teaching</li> <li>5. Knowledge of the role of the form tutor (post or pre 16)</li> </ol>	1. Data management skills and an understanding of ALPS	Letter and interview
Other	<ol style="list-style-type: none"> <li>1. Sense of humour</li> <li>2. Good health and attendance record</li> <li>3. Outstanding references</li> <li>4. Role model, demonstrating a high standard of professional dress, communication and conduct.</li> </ol>		Letter, interview and references