Personal Specification
Job Title: Main scale

	Essential	Desirable	How identified
Qualifications			
A degree relevant degree	✔		App
Qualified teacher status	✔		App
Experience			
Ability to use ICT effectively.	✔		App / Int
Use ICT to raise achievement	✔		App / Int
High quality teaching to pupils of all abilities.	✔		App / Int / Ref
Collaborative teaching methods and working with colleagues in the preparation, assessment and monitoring work	✔		App / Int / Ref
Demonstrable experience of improving student outcomes	✔		App / Int / Ref
High quality outcomes	✔		App / Int / Ref
Experience as a form tutor and or/ pastoral work		✔	App / Int / Ref
Skills			
Must be well organised	✔		Int
Must be well presented	✔		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 positive, professional 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
Good creative teaching ability	✔		Int / Ref
Commitment to personal career development	✔		App / Int / Ref
Knowledge and Understanding			
Understanding of the assessment processes at all key stage and how to use these to support planning and raise student achievement	✔		App / Int
Knowledge of a range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged	✔		App / Int / Ref
Developing differentiated schemes of work	✔		App / Int
Awareness of safeguarding issues	✔		App / Int
Equal Opportunities			
Understanding of different social backgrounds of pupils	✔		Int / App

Understanding the needs of pupils and the appropriate strategies to support them	✔		App / Int / Ref
Awareness of community cohesion		✔	App / Int