



## Kingsmead School Person Specification - Teacher

Attribute	Essential	Desirable	Evidence
<b>Education &amp; qualifications</b>	<ul style="list-style-type: none"> <li>• Graduate in degree subject relevant to the post</li> <li>• QTS</li> </ul>	<ul style="list-style-type: none"> <li>• Good honours degree in relevant subject</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Successful teaching experience in KS3/4</li> </ul>	<ul style="list-style-type: none"> <li>• Successful post-16 teaching experience</li> <li>• Successful teaching of exam courses</li> <li>• Experience as a Form Tutor</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• References</li> <li>• Letter of application</li> </ul>
<b>Teaching</b>	<p>Ability to</p> <ul style="list-style-type: none"> <li>• Set high expectations which inspire, motivate and challenge students</li> <li>• Promote good progress and outcomes by students</li> <li>• Demonstrate good subject and curriculum knowledge</li> <li>• Plan and teach well structured lessons</li> <li>• Adapt teaching to respond to the strengths and needs of all students</li> <li>• Make accurate and productive use of assessment</li> <li>• Manage behaviour effectively to ensure a good and safe learning environment</li> </ul>		<ul style="list-style-type: none"> <li>• References</li> <li>• Letter of application</li> <li>• Observation</li> <li>• Interview</li> </ul>
<b>Skills and abilities</b>	<ul style="list-style-type: none"> <li>• Ability to work well with colleagues</li> <li>• Effective communication skills both written and oral</li> <li>• Good ICT skills and able to use relevant applications</li> </ul>	<ul style="list-style-type: none"> <li>• Excellent ICT Skills</li> </ul>	<ul style="list-style-type: none"> <li>• Application form</li> <li>• References</li> <li>• Letter of application</li> <li>• Observation</li> <li>• Interview</li> </ul>
<b>Wider professional responsibilities</b>	<p>Ability to</p> <ul style="list-style-type: none"> <li>• Make a positive contribution to the wider life and ethos of the school</li> <li>• Develop effective professional relationships with colleagues, knowing how and when to draw on</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of extra-curricular contribution in current role</li> </ul>	<ul style="list-style-type: none"> <li>• References</li> <li>• Letter of application</li> <li>• Interview</li> </ul>



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	<p>advice and specialist support</p> <ul style="list-style-type: none"> <li>• Deploy support staff effectively</li> <li>• Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues</li> <li>• Communicate effectively with parents with regard to students' achievements and well-being</li> </ul>		
<b>Professional knowledge and understanding</b>	<ul style="list-style-type: none"> <li>• Knowledge and understanding of current developments in the relevant area of the curriculum and assessment.</li> <li>• Understanding of the process of performance management</li> <li>• Understanding of successful behaviour management strategies</li> <li>• Understanding of a teacher's duty of care and safeguarding</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of strong commitment to own professional development</li> <li>• Knowledge of the exam specifications followed at Kingsmead</li> </ul>	<ul style="list-style-type: none"> <li>• References</li> <li>• Letter of application</li> <li>• Observation Interview</li> </ul>
<b>Motivation and Personality</b>	<ul style="list-style-type: none"> <li>• Ability to cope with the duties and responsibilities of the post</li> <li>• Stamina, drive, resilience, energy, enthusiasm and determination to succeed</li> <li>• Good team worker</li> <li>• Ability to demonstrate sound and balanced judgement, and flexibility</li> <li>• Understanding and sensitivity</li> <li>• Ability to establish relationships built on trust</li> <li>• Ability to promote excellence</li> <li>• Commitment to and belief in the equal value of all students</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of success in promoting the life-chances of young people</li> </ul>	<ul style="list-style-type: none"> <li>• References</li> <li>• Letter of application</li> <li>• Observation</li> <li>• Interview</li> </ul>



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