

TEACHER PERSON SPECIFICATION CRITERIA									
Qualifications		ESSENTIAL			DESIRABLE				
1	Qualified teacher status for England (or equivalent)	A	R						
2	Relevant degree (or equivalent)	A	R						
3	Recent, relevant professional learning and development	A	R						
4	Record of continuous professional development				A	R			
Professional knowledge, skills and abilities		ESSENTIAL			DESIRABLE				
1	Evidence of high expectations which inspire, motivate and challenge every student	A	R	I					
2	Evidence of track record of results that exceed expectations	A	R	I					
3	Demonstration of in-depth subject and curriculum knowledge	A	R	I					
4	Consistently plan and deliver well-structured lessons that enable all learners to make good progress	A	R	I					
5	Manage behaviour effectively to ensure and foster a safe, engaging, enjoyable and outstanding climate for learning		R	I					
6	Awareness of the need to safeguard students' well-being, in accordance with statutory provisions and policies		R	I					
7	Ability to lead, motivate and develop students to work independently	A	R	I					
8	Awareness and understanding of the wider educational context and national accountability frameworks	A	R	I					
9	Knowledge of/involvement in educational research on teaching and learning				A	R			
10	Consistently good and outstanding teacher in relation to career stage	A	R	I					
11	Confident in the use of ICT to support learning	A	R	I					

Experience		ESSENTIAL			DESIRABLE		
1	Successful working relationships with students, staff, parents/carers	A	R	I			
2	Experience of pastoral/tutor role	A					
3	Experience of cross curricular initiatives/projects or whole school developments				A		I
Professional Attributes, Qualities and Values		ESSENTIAL			DESIRABLE		
1	Willingness to make a positive contribution to the wider life of the school and community	A	R				
2	Appropriate and effective professional relationships with all		R	I			
3	Ability to reflect critically, and respond to, performance and feedback	A	R	I			
4	An inspirational teacher, passionate about teaching and learning	A	R	I			
5	Possess personal integrity, warmth, a willingness to grow and learn	A	R	I			
6	Ability to articulate, communicate and support the ethos and values of Penkford School			I			
7	Enabling the highest levels of student achievement through translating vision, ethos and values into practice			I			
8	Excellent interpersonal, written and oral communication skills			I			
9	High level of emotional intelligence and self-awareness		R	I			
10	Excellent time manager		R	I			
11	Personal resilience		R	I			
12	Inspire, challenge, and motivate students towards a shared vision		R	I			
13	Foster an open, fair and equitable culture, managing conflict where necessary		R	I			
14	Prioritise, plan and organise self and others		R	I			
15	Think creatively in order to anticipate and problem solve		R	I			
16	An ability to fulfil all spoken aspects of the role with confidence through the medium of English	A	R	I			



The criteria will be evidenced as indicated below:

'A' refers to the candidate's Application form and covering letter

'I' to interview

'R' to reference

Candidates should address at least all items marked 'A'

Referees are asked to comment on items marked 'R'

Where many candidates meet the essential criteria, the desirable criteria will be used to shortlist for interview.