

**Person Specification – Teacher of Languages (French, German or Spanish)**

<b>Category</b>	<b>Essential</b>	<b>Desirable</b>	<b>Method of Assessment</b>
<b>Physical</b>	<ul style="list-style-type: none"> <li>Smart business-like appearance</li> </ul>		Interview
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Graduate</li> <li>Qualified Teacher Status</li> <li>Evidence of appropriate CPD related to teaching and learning</li> </ul>		Application Form and Interview
<b>Experience</b>	<ul style="list-style-type: none"> <li>Values driven.</li> <li>Strong teaching ability.</li> <li>Strong behaviour management.</li> <li>Able to adapt teaching to the needs of all learners.</li> </ul>	<ul style="list-style-type: none"> <li>Experience delivering extra-curricular and enrichment activities.</li> <li>Potential to lead subject area.</li> </ul>	Application Form and Interview
<b>Training</b>	<ul style="list-style-type: none"> <li>Willing to participate fully in all relevant training.</li> </ul>		Application Form and Interview.
<b>Special Knowledge</b>	<ul style="list-style-type: none"> <li>Knowledge of the national curriculum and KS4 specifications.</li> <li>Understanding of how to develop skills and attributes in students.</li> <li>Understanding of the assessment processes at KS3 and KS4 and how to use these to support planning and raise student attainment.</li> <li>Knowledge of a wide range of pedagogic approaches to cater for different learners.</li> <li>Good knowledge and understanding of strategies for promoting positive relationships with students and effective behaviour management techniques.</li> <li>Excellent understanding of what constitutes effective teaching and learning.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of successful lesson planning, delivery, and evaluation.</li> <li>Ability to use and understand assessment data.</li> <li>Familiar with effective learner progress intervention strategies.</li> </ul>	Application Form and Interview

<b>Disposition</b>	<ul style="list-style-type: none"> <li>• The capacity to consistently perform to a high level of success and act as a role model for other professionals.</li> <li>• Self-motivated with an ability to use own initiative.</li> <li>• Well-developed interpersonal and social skills.</li> <li>• A passion for education and making a difference.</li> <li>• Ability to meet deadlines.</li> <li>• Enthusiastic and always positive</li> <li>• Use critical thinking, creativity, and imagination. Able and willing to scrutinise own practice and to make their practice accessible to others.</li> <li>• Believe they can improve on their previous best.</li> <li>• Commitment to safeguarding children and young people.</li> <li>• Commitment to the Academy's music ethos.</li> </ul>		Application Form and Interview.
<b>Practical and Intellectual Skills</b>	<ul style="list-style-type: none"> <li>• Commitment to safeguarding children and young people. Excellent communication skills</li> <li>• Excellent use of ICT to make learning engaging and dynamic and to support assessment.</li> <li>• The capacity to make decisions based on sound judgements.</li> <li>• The capacity to form positive learning-centred relationships with other professionals</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of innovative practice. Successful</li> <li>• experience of teaching students of all abilities.</li> </ul>	
<b>Legal Requirements</b>	<ul style="list-style-type: none"> <li>• Enhanced Disclosure &amp; Barring Service Check confirming the appointee is not on the Children's Barred list.</li> <li>• This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role.</li> </ul> <p>In line with the latest KCSIE guidance an online check will be carried out.</p>	<ul style="list-style-type: none"> <li>•</li> </ul>	

**Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.**