

Person Specification – Teacher of Spanish (maternity cover)

Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

Essential

1	Qualified Teacher Status and with a relevant honours degree in the subject area and a relevant teaching qualification
2	Able to design and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.
3	Recent experience of teaching Spanish to KS3/4/5
4	A good knowledge and understanding of teaching MFL subjects/curriculum areas and the relevant statutory and non-statutory curricular / frameworks.
5	A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies.
6	Good written communication skills
7	Evidence of relevant and on-going professional development and training

Desirable

8	Other interests / expertise that would benefit learners and the school.
9	Knowledge of examination / testing requirements.

Part B: Assessment Stage

Items 1 - 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

Essential

1	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress.
2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Able to engage and motivate learners in the school environment.
4	Able to contribute to and support the development of the curriculum in the implementation of the new specifications at GCSE.
5	Have positive values, attitudes and have high expectations for learners.
6	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their wellbeing.
7	Able to work collaboratively as member of a team and contribute to the professional development of colleagues, including the sharing effective practice.
8	Able to plan, organise and prioritise and manage time effectively.
9	Good verbal and interpersonal skills

10	Able to use ICT knowledge and skills in the learning environment.
11	Have positive values, attitudes and have high expectations for learners.

Desirable

12	An ability to teach across the full age and ability age range
13	Willing and able to contribute to extra-curricular activities.
14	Willing and able to contribute to whole school development initiatives/school improvement planning/self evaluation

The following methods of assessment will be used:

Method		Method	
Interview	Yes	Task	Yes
Lesson Observation	Yes		

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Disclosure and Barring Service
2	Additional criminal record checks if applicant has lived outside the UK
3	Barred List Check
4	Qualified Teacher Status
5	Two references from current and previous employers (or education establishment if applicant not in employment)
6	Medical clearance
7	A good attendance record