

Person Specification –Teacher of Spanish and French

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 and French to KS3/4
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	A BA/BSc Degree in the subject area.
9	Other interests / expertise that would benefit learners and the school.
10	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 well being.
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.
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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

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