Classroom Teacher: Person Specification

	Criteria	Evidence	Scoring Method
Qualifications and Experience	Honours degree in relevant specialism	A	Pass/Fail
	Has QTS (before start date)	A	Pass/Fail
	Experience of teaching Spanish (essential)	A	Pass/Fail
Knowledge and Skills	Ability to implement the characteristics of high-quality teaching in line with all Teachers' Standards	A/I	Numerical scale
	Understands the principles of adaptive teaching to support all pupils (particularly disadvantaged and those with SEND)	A/I	Numerical scale
	Demonstrates effective communication skills (both orally and in writing), relevant to the audience and purpose.	A/I	Numerical scale
	Has well-developed ICT skills including a good working knowledge of Microsoft 365 Applications i.e. Word, Excell, Outlook, Teams etc	A/I	Numerical scale
	Has enthusiasm and a good working knowledge of the subject curriculum	I	Numerical scale
Values and Behaviours	Makes a commitment to their own professional development in order to become the best teacher they can be.	I	Numerical scale
	Demonstrates an ability to build and maintain positive relationships with pupils, colleagues, parents and carers, with a positive outlook and a sense of humour	I	Numerical scale
	Makes a commitment to ensuring their values and behaviours align with TEAL's Ethical Behaviour Charter (see Job Description)	I	Numerical scale

A = Application (inc. supporting letter), I = assessed during Interview Day(s)

TEAL is committed to safeguarding and promoting the safety and welfare of children and young people and expects all staff to share the commitment. All appointments will, therefore, be subject to a satisfactory Enhanced Level Disclosure and Barring Service Clearance as well as all other relevant pre-employment vetting checks.