



## 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 Science                                                                                                                                                                                       | 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 Maths 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 Leadership qualities as outlined in the values and behaviour's framework (see Job Description), as commensurate with their role | 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.*