

PERSON SPECIFICATION: TLR HOLDER

	ESSENTIAL	DESIRABLE
Qualifications and Training	<ul style="list-style-type: none"> ❖ qualified teacher status (A,D) ❖ degree in relevant subject (A,D) 	<ul style="list-style-type: none"> ❖ a good honours degree (A,D) ❖ evidence of recent relevant professional development (A,D) ❖ Health and Safety (A,D) ❖ experience of leading a 'team' and being involved in successful initiatives or sharing potential (A,I)
Experience	<ul style="list-style-type: none"> ❖ of being an outstanding classroom teacher (A,I) ❖ of teaching at KS3, KS4 or KS5 in a relevant subject (A,I) 	<ul style="list-style-type: none"> ❖ of contributing to the leadership and management of the school (A,I) ❖ of understanding and interpreting data (A,I) ❖ of curriculum and assessment development (A, I)
Knowledge and Understanding	<ul style="list-style-type: none"> ❖ of National Curriculum at KS3, KS4, KS5 (A,I) ❖ of how children learn (A,I) ❖ of safeguarding best practice (I) ❖ of assessing student performance and setting targets for future attainment (A,I) ❖ of using a wide variety of teaching and learning strategies across the key stages (A,I) 	<ul style="list-style-type: none"> ❖ of promoting positive relationships within the wider community (A,I) ❖ of cross-curricular activities (I)
Skills	<ul style="list-style-type: none"> ❖ to organise, plan, prioritise workload and solve problems (A,I) ❖ to have excellent verbal and written communication (A,I) ❖ to enthuse and work with children of all ages, abilities and aptitudes (A,I) 	<ul style="list-style-type: none"> ❖ to value equality and diversity and the unique contribution each individual makes to the learning community (I) ❖ to offer contributions to whole school/extracurricular activities (I) ❖ to mentor and coach team members (A,I)
Other	<ul style="list-style-type: none"> ❖ to be flexible and enthusiastic about subjects (I,R) 	<ul style="list-style-type: none"> ❖ to be willing to learn new skills (I) ❖ to have high standards of personal

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	<ul style="list-style-type: none">❖ to promote the vision and ethos of the organisation (I)❖ to insist on high standards (I,R)	performance and appearance (A,I)
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Key (assessment and testing):

A - Application Form

I - Interview

R - Reference

D - Documentation

In addition to the ability to perform the duties of the post, issues relating to safeguarding and promoting the welfare of children will need to be demonstrated these will include:

Motivation to work with children and young people.

Ability to form and maintain appropriate relationships and personal boundaries with children and young people.

Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.
