



Person Specification

QUALIFICATIONS	Essential	Desirable	Evidenced
Degree or equivalent in an appropriate subject	✓		AF/C
Qualified Teacher Status in Spanish	✓		AF/C

EXPERIENCE	Essential	Desirable	Evidenced
An excellent practitioner with the ability to produce good /outstanding outcomes	✓		AF/I/R
Experience of teaching of Key Stage 3 and 4 Spanish	✓		AF/I/R
Experience of teaching of Key Stage 5 Spanish		✓	AF/I/R

KNOWLEDGE	Essential	Desirable	Evidenced
Understanding of health and safety issues and good practice	✓		AF/I
Knowledge of current developments in Spanish	✓		AF/I/R
Understanding of assessment and the use of data	✓		AF/I/R
Knowledge of the different ways in which children learn and of a variety of teaching strategies	✓		AF/I/R
Understanding of positive discipline and how it is used to manage behaviour		✓	AF/I

SKILLS & ABILITIES	Essential	Desirable	Evidenced
Good organisational and personal management skills	✓		AF/I
Ability to plan and teach high quality lessons	✓		AF/I/R
Ability to manage behaviour effectively to promote positive relationships and maximise progress	✓		AF/I/R
High expectations that motivate and challenge students	✓		AF/I/R
Ability to develop good working relationships with students and staff and create an excellent climate for learning	✓		AF/I/R
Effective time-management and ability to meet deadlines	✓		AF/I/R
Understanding of the varying needs of young people and individuals	✓		AF/I
Good ICT skills		✓	AF

PERSONAL ATTRIBUTES	Essential	Desirable	Evidenced
Enthusiasm, flair, energy and imagination	✓		AF/I
Excellent communication skills	✓		AF/I/R
Resilience, motivation and commitment to raising standards	✓		AF/I
Work independently and as part of a team	✓		AF/I/R
Good health and attendance record	✓		R

OTHER RELATED CHARACTERISTICS	Essential	Desirable	Evidenced
Commitment to the development and delivery of a varied and extensive extracurricular programme	✓		AF/I/R
Commitment to self and team development	✓		AF/I

Commitment to uphold the Catholic ethos of the school	✓		AF/I
Work in ways that promote equality of opportunity, participation, diversity and responsibility	✓		AF/I
Commitment to abide by and promote the School's equal opportunities, health and safety, child protection policies	✓		AF/I/R
A professional responsibility to promote and safeguard the welfare of children and young people	✓		AF/I
The postholder will require an enhanced DBS	✓		

Key: AF= Application Form, I= Interview and assessment, R = Reference, C= Certificate