



PERSON SPECIFICATION FOR A TEACHER AT WINDERMERE SCHOOL

This procedure does not form part of your contract of employment, except to the extent required by law.

Criteria	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> • Good honours graduate 	<ul style="list-style-type: none"> • Commitment to personal/professional development • Qualified teacher status
Experience	<ul style="list-style-type: none"> • A passion for their subject • A desire to convey this passion • An interest in young people • A willingness to contribute to the life of a boarding school 	<ul style="list-style-type: none"> • Ability and willingness to teach a range of subjects • Relevant teaching experience
Knowledge and Understanding	<ul style="list-style-type: none"> • Secure subject knowledge and understanding • Clear understanding of the relevant curriculum and its assessment • Ability to employ a range of effective teaching and learning styles and assessment methods 	<ul style="list-style-type: none"> • Ability to use assessment data to inform planning and target setting • Strong command of subject area • Ability to access and use classroom relevant research and inspection evidence to improve teaching and learning
Teaching and Learning	<ul style="list-style-type: none"> • Ability to raise achievement for all • Committed to ensuring excellent standards of behaviour at all times • Good communication skills 	<ul style="list-style-type: none"> • Committed to role of tutor for a group of students and their pastoral care • Experience of teaching a range of courses and specifications at all Key Stages
Skills and Attributes	<ul style="list-style-type: none"> • Ability to establish good working relationships and effective teamwork • Good communication skills • Excellent role model for staff and students 	<ul style="list-style-type: none"> • Innovatory approaches to curriculum delivery • Ability to generate ideas and drive initiatives
Communication	<ul style="list-style-type: none"> • Excellent verbal communicator (with students, staff and parents) • Ability to write insightful and meaningful reports • Ability to work in a team and lead a team if appropriate • Willingness to liaise closely with other academic staff 	

Continued . . .

Criteria	Essential	Desirable
Personal Qualities	<ul style="list-style-type: none"> • High expectations of students and colleagues • Highly motivated and able to motivate and inspire students • Enthusiastic and committed • A passion for teaching • Open-mindedness • A forward-thinking approach • Excellent interpersonal skills • Ability to be reflective and self-critical • Display calmness under pressure 	<ul style="list-style-type: none"> • Potential for further promotion • Charismatic – having a presence • Willingness to take on other roles and responsibilities within the department

NB This is the preferred specification for all teachers, but is currently varied in relation to existing employees, and can be varied at the discretion of the Head.

Revised: 1 January 2015 (IAL)