

**Person Specification
Teacher of MFL (Spanish with French)**

Criteria	Evidence	Essential	Desirable	Measured By
Experience	<ul style="list-style-type: none"> • Experience of teaching Spanish to Key Stage 3 			AF/LOA/REF
	<ul style="list-style-type: none"> • Experience of teaching Spanish to Key Stage 4 / AQA GCSE Specification 			AF/LOA/REF
	<ul style="list-style-type: none"> • Experience of teaching a wide range of student ability. 			AF/LOA/REF
	<ul style="list-style-type: none"> • Use of ICT to support teaching and learning. 			AF/LOA/REF
	<ul style="list-style-type: none"> • Experience of Examining at GCSE Level 			AF/LOA/REF
Qualifications / Training	<ul style="list-style-type: none"> • QTS. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> • Good Qualifications at GCSE, A level and degree level. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> • ICT literate. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> • Ability to use Office 365's Cloud to share resources and work collaboratively. 			
	<ul style="list-style-type: none"> • A keen willingness to develop professionally. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> • Good degree in Spanish (or at least near-native linguistic ability) 			AF/LOA/REF/I
Knowledge/ Skills	<ul style="list-style-type: none"> • Sound knowledge of the National Curriculum. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> • A willingness to use a range of teaching and learning techniques 			AF/LOA/REF/I
	<ul style="list-style-type: none"> • An awareness of equal opportunity issues in teaching MFL 			AF/LOA/REF/I
	<ul style="list-style-type: none"> • Set and assess learning tasks that are appropriate to each student for class work and homework. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> • Be responsible for the maintenance of a safe stimulating, efficient learning environment which is enlivened by relevant, regularly changing displays. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> • Follow the subject's schemes of work and curriculum map and be involved in regular updating and review. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> • To assess, monitor and report students' progress in line with agreed whole school targets. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> • To keep records on students in your charge. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> • To implement intervention strategies as necessary to enable all students to achieve according to their potential. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> • IT skills and application to their teaching and learning. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> • Awareness of development in approaches to assessment in MFL. 			AF/LOA/REF/I

Criteria	Evidence	Essential	Desirable	Measured By
	<ul style="list-style-type: none"> Awareness of current national development in MFL. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> Awareness of Assessment for Learning Strategies. 			AF/LOA/REF/I
Behavioural Attributes	<ul style="list-style-type: none"> An enthusiasm for Spanish language and Hispanic culture. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> An ability to work well as a member of a team. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> A willingness to contribute to school life beyond the department, in extra-curricular activities. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> Committed to achieving goals. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> Confident communicator 			
	<ul style="list-style-type: none"> Strong team player. 			AF/LOA/REF/I
	<ul style="list-style-type: none"> Committed to high achievement. 			AF/LOA/REF/I

AF – Application Form
activities

LOA – Letter of Application

ASS – Assessment

PRE – Presentation

I – Interview

REF - Reference

Note 1:

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 within a diverse, challenging and rewarding profession.