

**ALTRINCHAM COLLEGE**  
**Person Specification – Teacher**



**Essential Requirements**

Altrincham College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

**Qualifications**

- Fully accredited Qualified Teacher Status before start date of post.
- A degree in a related subject.

**Expertise/Competence/Skills**

- The ability to create a rich and safe learning environment for all students by establishing high expectations and promoting purposeful learning.
- The ability to select and use a range of appropriate classroom management and teaching strategies according to children's differing needs.
- The ability to challenge and support all students to 'do their best'.
- The ability to be flexible in adapting to different methods of lesson planning, work presentation, classroom organisation and codes of behaviour management.
- The ability to assess the needs of individual students, accurately record and report their progress, set challenging and realistic targets for improvement.

**Experience**

- Successful teaching and/or training within the age range for which the applicant is applying.
- Successful teaching within the requirements of the national curriculum.
- Experience of working as part of a team.

**Knowledge**

- A good understanding of the National Curriculum and national strategies to raise achievement.
- A thorough and up to date knowledge of their subject specialism.
- A knowledge of strategies to maximise progress and achievement for all children, including students with special educational needs, with English as an additional language, and gifted and talented students.

**Specific Qualities**

- An effective communicator (written and oral) with students, parents and colleagues from a range of different environments.

- Possess good organisational skills and be reliable in fulfilling commitments and meeting deadlines.
- Possess professional confidence and be able to work independently.
- Commitment to further developing professional knowledge, skills and experience through induction and continuing professional development.
- Commitment to students' well-being, and to encouraging students to develop self-esteem and tolerance.
- Respect for students' social, cultural, linguistic, religious and ethnic backgrounds with an understanding of how these may affect their learning.
- Ability to work as part of a team and to develop and maintain positive relationships with teaching and other support staff and, community where appropriate outside agencies; with parents and carers, and to facilitate effective links between home and school.
- Commitment to promote equality of opportunity and diversity in area of work.
- A record of good health, attendance and time keeping.
- The capacity to contribute to creating a culture of high achievement.
- Evidence of and commitment to further professional development.

### **Desirable Requirements**

- Energy, stamina and determination.
- A sense of humour and ability to remain calm under pressure.
- A genuine desire to support students to be successful.
- Willingness to take considered risks and innovate.
- Willingness to be involved in the school as a community.
- Willingness to participate in or lead enrichment activities for students.