

**Modern Foreign Languages Teacher Person Specification**

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|  | **Essential** | **Desirable** |
| **Qualifications** |  |  |
| Educated to degree level | ✓ |  |
| Qualified teacher status  | ✓ |  |
| Relevant qualification in French  | ✓ |  |
| Evidence of continuing professional development | ✓ |  |
| Meets the Teachers’ Standards | ✓ |  |
| **Experience** |  |  |
| Successful record of teaching experience  | ✓ |  |
| Successful record of teaching French or another modern foreign language | ✓ |  |
| Experience of teaching pupils with a range of SEND through previous teaching posts or trainee placements | ✓ |  |
| Experience of teaching in a multicultural environment through previous teaching posts or trainee placements |  | ✓ |
| **Professional Knowledge and Understanding** |  |  |
| Know and understand the structure and balance of the National Curriculum in order to plan and deliver a curriculum which motivates and inspires  | ✓ |  |
| Understanding of curriculum and pedagogical issues relating to learning and teaching | ✓ |  |
| Understanding of the teaching and learning of a Modern Foreign Language and skills required as specified in the National Curriculum | ✓ |  |
| Good understanding of Assessment for Learning | ✓ |  |
| Interest and depth of knowledge in French  | ✓ |  |
| Understanding of and commitment to the school policies, in particular:* Participation and implementation of the School Behaviour Policy
* Awareness of Health and Safety implementation in the work place
* Implementation of the school Equal Opportunities Policy
 | ✓ |  |
| Understand what constitutes good practice and support for bilingual learners | ✓ |  |
| Display commitment to the safeguarding and protection of children and fulfil relevant duties for child protection  | ✓ |  |
| Knowledge of effective strategies to include, and meet the needs of, all pupils in particular underachieving groups of pupils, pupils with EAL and SEND | ✓ |  |
| Familiarity with writing and delivering effective Individual Support Plans for pupils with SEND | ✓ |  |
| **Professional Skills and Abilities** |  |  |
| An enthusiasm and energy for teaching | ✓ |  |
| Sound ICT knowledge and skills relating to the class teaching, able to demonstrate the effective use of ICT to enhance the learning and teaching | ✓ |  |
| Able to plan lessons for all the pupils in a class, setting clear learning intentions and differentiated tasks | ✓ |  |
| Able to evaluate the impact of own teaching on the progress of all learners, and modify planning and classroom practice where necessary | ✓ |  |
| Able to keep records of pupil progress in line with school policy | ✓ |  |
| Uses a range of teaching strategies in order to effectively teach all children | ✓ |  |
| High expectations of children including a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting, supportive relationships with them | ✓ |  |
| Maintain a high standard of behaviour through the use of praise and clear expectations | ✓ |  |
| Plan and work collaboratively with colleagues | ✓ |  |
| Liaise successfully with learning assistants to ensure they are effective in supporting children with their learning  | ✓ |  |
| Create a stimulating environment, which promotes learning and celebrates the children’s successes  | ✓ |  |
| Participate fully in school improvement initiatives | ✓ |  |
| **Personal Qualities** |  |  |
| Willing and enjoys engaging parents in order to encourage their close involvement in the education of their children  | ✓ |  |
| Flexible approach to work and enjoys being a good team member | ✓ |  |
| Good communication skills both orally and in writing | ✓ |  |
| Able to manage own work load effectively  | ✓ |  |
| Good interpersonal skills, with the ability to enthuse and motivate others and develop effective partnerships | ✓ |  |

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| Willingness to share expertise, skills and knowledge and ability to encourage others to follow suit | ✓ |  |
| Practice equal opportunities in all aspects of the role and around the work place in line with policy | ✓ |  |
| Maintain a personal commitment to professional development linked to the competencies necessary to deliver the requirements of this post | ✓ |  |
| Ability to manage change | ✓ |  |
| Keen to add to the life of the school and participate fully in wider school activities | ✓ |  |
| Sense of humour | ✓ |  |

This acts as selection criteria and gives an outline of the types of person and the characteristics required to do the job.

Essential: without which the candidate would be rejected

Desirable: useful for choosing between two good candidates