



Person Specification

JOB TITLE:	Alternative Provision Teacher
DATE:	February 2025
STATUS:	Final

Criteria	Essential/ Desirable	Application	Tasks	Interview	Vetting Checks
Knowledge and qualifications					
1. Qualified teacher status	E	✓			✓
2. BA Degree in the subject area (or related to the subject area) or relevant in depth knowledge of subject area	E	✓			✓
3. Evidence of designing and teaching effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs	E	✓	✓		
4. Good knowledge and understanding of the National Curriculum	E	✓	✓		
5. Evidence of personal commitment to lifelong learning	E	✓		✓	
6. Evidence of applying up to date working knowledge and understanding of teaching, learning and behavior management strategies in practice	E	✓		✓	
7. Thorough understanding of how young people learn and the core features of an effective curriculum	E		✓	✓	
8. Evidence of Relevant and on-going professional development	E	✓		✓	

9. Knowledge of motivational teaching techniques that engage challenging and vulnerable learners	D	✓	✓		
Experience					
10. Successful track record as a teacher that demonstrates high quality teaching and learning and positive impact on learner outcomes.	E	✓		✓	
11. Evidence of teaching KS3 and KS4	E	✓		✓	
12. Experience of contributing to the design, delivery and evaluation of an area of the school curriculum	E	✓			✓
13. Experience of working collaboratively with peers across own school to achieve shared priorities	E	✓			✓
14. Experience of teaching vulnerable young people with social, emotional and mental health difficulties or complex special educational needs in an educational setting	E	✓			
15. Successful experience of teaching in Alternative provision	D	✓	✓		
Skills and competencies					
16. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.	E	✓		✓	
17. Models good practice and leads by example with integrity, positivity, creativity, resilience and clarity	E		✓	✓	
18. Ability to relate appropriately, positively and respectfully to young people who have a range of challenging needs and behaviour	E		✓	✓	
19. Good written and communication skills	E	✓		✓	
20. Ability to use teaching techniques that engage challenging or vulnerable learners	E			✓	
21. Ability to employ a range of skills and strategies to create an effective and engaging learning environment	E			✓	

22. Demands ambitious standards and high expectations for all learners	E		✓	✓	
23. Effectively manages own behaviour and relationships with others to provide appropriate support and challenge	E		✓	✓	
24. Ability to work with other staff effectively and positively	E	✓	✓		
25. Ability to adapt and work flexibly in response to student needs	E	✓	✓		
26. Effective oracy and written communication skills for a range of audiences	E		✓	✓	
27. Willing and able to contribute to extra-curricular activities.	D	✓		✓	
28. Willing and able to contribute to whole school development initiatives/school improvement/planning/self-evaluation.	D	✓		✓	
Other					
29. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role.	E	✓			✓
30. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role.	E				✓
31. Embraces and displays the NEAT values: aspirational, collaborative, inclusive, innovative, has integrity, responsible.	E	✓	✓	✓	