Personal Specification for Tutor

	Essential	Desirable	Evidence
Qualifications	Degree in relevant subject	Postgraduate qualification in a relevant subject	AF/certification
		Qualified teacher status	AF/certification
Knowledge and experience	Substantial experience teaching GCSE, AS A2 and A level		AF/interview
	Appropriate familiarity with the syllabus specifications and examination rubric of appropriate, relevant awarding bodies		AF/interview
	Secure knowledge and understanding of the concepts and skills in specialist subject		AF/interview
	Ability to use assessment data to inform planning and set targets		AF/interview
	Ability to raise achievement for all		AF/interview/certification
	Ability to employ a range of effective teaching, learning styles and assessment methods		AF/ Interview
	Tutoring experience in small groups and one-to-one		AF/ Interview
		Understanding of the UCAS procedures	AF/ Interview
Skills	Outstanding teaching practice		AF/ Interview / reference
	Excellent ability to engage students, motivating and inspiring them to learn		AF/ Interview / reference
	Able to address the academic and pastoral needs and requirements of the individual or group of students		AF/ Interview
	Able to communicate effectively and appropriately with different stakeholders – parents,		AF/ Interview

	guardians and agents where necessary		
	Accurate and prompt in record keeping		
Personal qualities and attributes	Enthusiasm for the pastoral care of students		AF/ Interview
	Commitment to an excellent learner journey		
	Excellent communication skills		
	Excellent role model for staff and students		
	Ability to be reflective and self-critical		
	Display calmness under pressure		
	A positive attitude to contributing to a team of teachers and tutors		
	Ability to establish good working relationships and effective teamwork		AF/ Interview/reference
	Sensitive to those students facing emotional difficulties and able to empathise		AF/ Interview / reference
	Sense of humor and willingness to contribute to the community		AF/ Interview / reference
	Ability to be flexible		AF/ Interview / reference
	Willingness to be involved in extra-curricular, social and fundraising events including evenings and weekends		AF/ Interview / reference