

PERSON SPECIFICATION – Teacher

Key: AF – Application Form, INT – Interview, LO – Lesson Observation, REF – Employment Reference, PD – Candidate production of documents

Job Requirements	Essential	Desirable	Evidence
<i>Qualifications</i>	<ul style="list-style-type: none"> • Qualified Teacher Status • Degree in the required specialised subject 	<ul style="list-style-type: none"> • Evidence of continual professional development e 	AF/PD
<i>Commitment</i>	<ul style="list-style-type: none"> • to the Academy's vision, mission and core values • to raising standards and outcomes to allow scholars to have ambitious life choices • to using the Academy's independence to develop innovative practice and transform learning • to working in partnership with other local schools and the wider community • to working in a multi-ethnic environment promoting social cohesion and challenging social barriers to progress • to equality principles and practice 		INT AF/INT/LO LO AF/INT INT INT/LO

Job Requirements	Essential	Desirable	Evidence
<i>Experience</i>	<ul style="list-style-type: none"> newly qualified teacher or qualified teacher status a proven track record of raising standards and improving outcomes for scholars of all abilities in a challenging environment on teaching practice or in a post use of innovative approaches to teaching and learning experience of a Virtual Learning Environment experience of providing a positive and supportive presence in the daily operations of the school 		AF/PD AF/INT/LO/REF AF/INT/LO AF/INT/LO INT/REF

Job Requirements	Essential	Desirable	Evidence
<i>Knowledge/Skills/Abilities</i>	<ul style="list-style-type: none"> thorough knowledge and understanding of current curriculum developments and how scholars learn understanding of the principles of school improvement and effectiveness demonstrable ability to plan effectively ability to analyse and interpret scholar performance data and set challenging but realistic targets ability to ensure an ethos and structure for managing behaviour which enables all scholars to develop to their full potential ability to work effectively as part of a school team and with scholars and parents/carers 		INT/LO INT LO INT/REF INT/LO INT/LO/REF
<i>Equality Issues</i>	<ul style="list-style-type: none"> demonstrable knowledge and understanding of equality issues and legislation able to integrate equality policies into education and employment practices 		INT INT

Job Requirements	Essential	Desirable	Evidence
<i>Other requirements</i>	<ul style="list-style-type: none"> • a passion for teaching • ability to work under pressure • ability to prioritise • ability to accept responsibility for problems that may arise and actively seek solutions • understanding and commitment to child welfare and safety 		INT/LO INT/LO/REF INT INT AF/INT