

The Gainsborough Academy

Person Specification - Classroom Teacher

The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

<u>Key Areas</u>	<u>Method of Assessment</u>
(i) Professional experience	
<ul style="list-style-type: none"> • Qualified Teacher Status 	Application Form, Documentation
<ul style="list-style-type: none"> • Evidence of participation in professional development or study 	Application Form
<ul style="list-style-type: none"> • Successful teaching experience or evidence of successful completion of initial teacher training 	Application Form, References
<ul style="list-style-type: none"> • Working in a socially and culturally diverse school community 	Application Form, References
<ul style="list-style-type: none"> • Knowledge of the National Curriculum requirements 	Application Form, Interview, References
<ul style="list-style-type: none"> • Understands and is familiar with teaching and learning strategies 	Application Form, Interview, References
(ii) Ability to work within a professional team and to develop and promote the school's ethos and values within the Primary/Secondary Phase or Special School	
<ul style="list-style-type: none"> • Teaching to a high standard 	Interview, References
<ul style="list-style-type: none"> • Relates to and motivates pupils 	Interview, References
<ul style="list-style-type: none"> • Works well within and contributes to team development 	Interview, References
<ul style="list-style-type: none"> • Understands and values the processes of planning monitoring and evaluation as an aid to raising standards 	Interview, References
<ul style="list-style-type: none"> • Good classroom management 	Interview, References
<ul style="list-style-type: none"> • Evidence of a commitment to an equal opportunities policy both in service employment 	Application Form, Interview, References
<ul style="list-style-type: none"> • Awareness of safeguarding and child protection methods 	Interview

(iii) Ability to Communicate Clearly	
• Good written and oral communication skills	Assessment Process, Interview
• Good presentational and ICT skills	Assessment Process, Interview, References
• Skilled in conflict resolution	Application Form, Interview, References
(iv) Ability to Lead	
• Clear vision for the future of education and able to think strategically.	Application Form, Interview
• Respond effectively and efficiently to daily challenges	Application Form, Interview
• To make decisions on the basis of sound judgement	Interview, References
• Identify potential for individual development	Interview, References
• Have strategies to monitor and evaluate developments	Interview, References
• Have mentoring, motivational and coaching skills	Application Form, Interview, References
• Be a professional role model	Interview, References
(v) Personal Qualities	
• Be enthusiastic and determined	Application Form, Interview
• Able to work under pressure and recognise and manage stress	Application Form, Interview
• Have flexibility, sensitivity and tact	Application Form, Interview
• Commitment to ongoing and professional development	Application Form, Interview