

## Person Specification: Teaching Staff

	Essential	Desirable	Identified
<b>Education/Training</b>			
<ul style="list-style-type: none"> <li>Graduate with Qualified Teacher Status</li> </ul>	✓		F
<b>Relevant Experience</b>			
<b>Teaching and Learning</b>			
<ul style="list-style-type: none"> <li>Enthusiastic and exceptional teacher</li> </ul>	✓		SS,I,R
<ul style="list-style-type: none"> <li>Proven success in raising achievement as both a teacher and in areas with specific responsibilities</li> </ul>	✓		SS,I,R
<ul style="list-style-type: none"> <li>Track record of raising standards in teaching and learning through effective planning assessment and record keeping</li> </ul>	✓		SS,I,R
<ul style="list-style-type: none"> <li>Experience in application of ICT to enhance teaching, learning and management</li> </ul>	✓		SS,I,R
<ul style="list-style-type: none"> <li>Experience of teaching within an inner city school environment</li> </ul>		✓	F
<ul style="list-style-type: none"> <li>Experience and/or understanding of mixed ability teaching.</li> </ul>	✓		SS,I, R
<ul style="list-style-type: none"> <li>An inclusive view of subject with a commitment to high achievement</li> </ul>	✓		I, R
<ul style="list-style-type: none"> <li>Commitment to teamwork</li> </ul>	✓		SS,I,R
<ul style="list-style-type: none"> <li>Commitment to co-curricular activities</li> </ul>	✓		SS,I,R
<b>Relevant Skills/Aptitudes</b>			
<ul style="list-style-type: none"> <li>Excellent written and oral skills</li> </ul>	✓		F,SS,I,R
<ul style="list-style-type: none"> <li>Excellent interpersonal skills</li> </ul>	✓		I,R
<ul style="list-style-type: none"> <li>Excellent organisational skills</li> </ul>	✓		I,R
<ul style="list-style-type: none"> <li>Presence – the ability to earn the respect of students, parents and staff</li> </ul>	✓		I,SS,R
<ul style="list-style-type: none"> <li>High level of ICT skills and experience of how new technologies can be used to raise achievement and attainment in all groups of students</li> </ul>		✓	I,R
<ul style="list-style-type: none"> <li>Ability to delegate appropriately and to hold people accountable for that delegated responsibility</li> </ul>		✓	SS,I,R
<ul style="list-style-type: none"> <li>Ability to motivate and lead high performing teams</li> </ul>		✓	SS,I,R
<ul style="list-style-type: none"> <li>Ability work well under pressure and to prioritise own workload and that of others</li> </ul>	✓		I,R
<b>Strategic Experience</b>			
<ul style="list-style-type: none"> <li>Enthusiasm for the Free School Project</li> </ul>	✓		SS,I
<ul style="list-style-type: none"> <li>Confidence in the design of Hackney New School including the length and organisation of the school day</li> </ul>	✓		SS,I
<ul style="list-style-type: none"> <li>Experience of successful management of change, including evaluating problems, developing and implementing appropriate solutions and monitoring effectiveness</li> </ul>		✓	F,SS,R

• Experience of working with Governors, parents and the wider community	✓		SS,I
• Willingness to contribute to the pastoral system as a teacher, Form Tutor and Mentor	✓		SS,I
<b>Knowledge</b>			
• Knowledge of the major issues in teaching, learning and curriculum development particularly in the wider field of the Core		✓	I, SS
• Knowledge of current trends in educational development and management		✓	I,SS
• An understanding of, and commitment to, safeguarding	✓		I
• Good understanding of the requirements for effectively monitoring teacher effectiveness and measuring standards and outcomes	✓		SS,I,R
• A sound understanding of the strategies which help to raise students' achievement and attainment	✓		I,SS
• An understanding of value-added measurement and benchmark data as tools for improving standards		✓	I
<b>Personal Qualities</b>			
• Ability to create, inspire and promote a culture of high achievement for all, with all learners achieving their full potential	✓		I,R
• Ability and enthusiasm to promote the school's vision and values and it's achievements to the local and wider communities	✓		I,R
• Integrity, commitment, flexibility, reliability, enthusiasm, sense of humour and energy to persevere and succeed	✓		I,R
• Excellent attendance and punctuality record	✓		F,I,R,SS
• Child centred approach	✓		
• Commitment to community and parental involvement		✓	I,R,SS
• Ability to demonstrate personal and emotional resilience in stressful situations	✓		I, R
• Willingness to devote substantial time to this important post and the extra-curricular life of the school	✓		I,SS,R
• Commitment to Equal Opportunity	✓		I,SS
• A commitment to high expectations for all staff and pupils	✓		I,R
• Flexible approach to work to meet the demands of a growing school and to meet the requirements of the post such as out-of-hours attendance at strategic and operational meetings (early morning, early evening, scheduled weekends and holidays).	✓		I,R
• Creativity and the ability to engage in critical reflection.	✓		I,R
<i>Assessment Key: F = application form, SS= supporting statement/letter, I= interview process, R= reference</i>			

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