

# ORMISTON HORIZON ACADEMY

## TEACHER PERSON SPECIFICATION

		<b>Essential/ Desirable</b>	<b>Measured by:</b> a) Application & letter b) Exercise/ Presentation c) Interview d) References
<b>Qualification</b>	<ul style="list-style-type: none"> <li>❖ Degree-level qualification or comparable learning experience and/or relevant professional qualification.</li> <li>❖ Qualified teacher status.</li> </ul>	E    E	a)
<b>Experience</b>	<ul style="list-style-type: none"> <li>❖ Recent and relevant experience in teaching in relevant subject area. With KS4 to examination level at GCSE or equivalent and A level.</li> <li>❖ Recent and relevant experience of working successfully within a school or L.A.</li> <li>❖ Working with a range of staff.</li> </ul>	E   D  D  E	a) & c) & d)     a) & c) & d)
<b>Skills and Abilities</b>	<ul style="list-style-type: none"> <li>❖ Ability to work collaboratively within a school.</li> <li>❖ Ability to constructively manage conflict</li> <li>❖ High level people skills including communication, interpersonal and intrapersonal skills</li> <li>❖ Ability to work under own initiative, to identify work priorities and manage own work to meet targets and deadlines.</li> <li>❖ Ability to establish positive beneficial relationships with staff &amp; students.</li> <li>❖ Ability to monitor and evaluate student achievement and report results.</li> </ul>	E  E  E   D  E  D	a) & c)  a) & c)  a) & b) & c) & d)   a) c) & d)  a) c) & d)  a) b) c) & d)

		<b>Essential/ Desirable</b>	<b>Measured by:</b> a) Application & letter b) Exercise/ Presentation c) Interview d) References
<b>Attributes</b>	<p>Must be:</p> <ul style="list-style-type: none"> <li>❖ Honest and open</li> <li>❖ Open minded and flexible</li> <li>❖ Receptive to change</li> <li>❖ Creative, reflective and analytical</li> <li>❖ Aware of the importance of work/life balance</li> <li>❖ Have a sense of humour.</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>b) &amp; d)</p> <p>c) &amp; d)</p> <p>a) c) &amp; d)</p> <p>a) b) &amp; c)</p> <p>c)</p> <p>c)</p>
<b>Specific Requirement</b>	<p>Must be able to show evidence of a strong commitment to:</p> <ul style="list-style-type: none"> <li>❖ Knowledge and understanding of the National Curriculum requirements of subject area at KS3, KS4 &amp; KS5</li> <li>❖ Clear understanding and commitment to equalities, inclusion and access issues</li> <li>❖ Genuine commitment to young person participation in evaluation and decision-making</li> <li>❖ Safeguarding of children and young people</li> <li>❖ To attend a range of extra-curricular activities</li> </ul>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>	<p>c)</p> <p>c)</p> <p>c)</p> <p>a) &amp; c)</p> <p>a) &amp; c)</p>