

## TEACHER: PERSON SPECIFICATION

Selection decisions will be based on the criteria outlined below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met. When completing your application paperwork you should ensure that you address each of the selection criteria and provide supporting evidence of how you meet the criterion through reference to your work or relevant experience.

Essential	Desirable
<b>Qualifications</b>	
<ul style="list-style-type: none"> <li>• Good Degree or equivalent</li> <li>• Qualified teacher status.</li> </ul>	<ul style="list-style-type: none"> <li>• Additional educational qualification(s).</li> <li>• Evidence of continuous INSET and commitment to further professional development.</li> </ul>
<ul style="list-style-type: none"> <li>• Evidence of commitment to Continuing Professional Development.</li> </ul>	
<b>Relevant Experience</b>	
<ul style="list-style-type: none"> <li>• Proven ability to demonstrate at least <b>good teaching</b> ensuring all students make excellent progress.</li> <li>• Successful secondary teaching experience</li> </ul>	<ul style="list-style-type: none"> <li>• Successful class teaching experience across more than one key stage.</li> </ul>
<ul style="list-style-type: none"> <li>• Experience and understanding of arrange of <b>assessment</b> techniques to maximise student progress.</li> <li>• Involvement in the preparation for and administration of assessment including end of key stage assessments in at least one key stage.</li> </ul>	<ul style="list-style-type: none"> <li>• Involvement in the preparation for and administration of assessment including end of key stage assessments in more than one key stage.</li> </ul>
<ul style="list-style-type: none"> <li>• Proven ability to manage <b>behaviour</b> both within class and throughout the school.</li> </ul>	
<ul style="list-style-type: none"> <li>• Experience of <b>monitoring</b> and giving accurate feedback to colleagues, including observation of teaching resulting in improved outcomes.</li> </ul>	
<b>Professional knowledge and understanding</b>	
<ul style="list-style-type: none"> <li>• Clear understanding and detailed <b>knowledge of current curriculum and assessment</b> requirements and developments.</li> </ul>	
<ul style="list-style-type: none"> <li>• Understanding of relevant <b>equal opportunities, health and safety and safeguarding</b> guidance and legislations,</li> </ul>	

and with commitment to keeping up to date with changes in legislation affecting schools.	
<ul style="list-style-type: none"> <li>• Knowledge of the regulations around safeguarding and how to address any issues that might arise</li> <li>• Knowledge of good practice guidelines to form and maintain appropriate relationships and personal; boundaries with children and young people</li> <li>• Be able to demonstrate emotional resilience in working with children and colleagues.</li> </ul>	
<b>Skills and aptitudes</b>	
<ul style="list-style-type: none"> <li>• Excellent <b>organisational skills</b> and time management skills</li> </ul>	
<ul style="list-style-type: none"> <li>• Proven ability to <b>motivate, inspire and manage</b> staff and students.</li> </ul>	
<ul style="list-style-type: none"> <li>• Ability to <b>communicate effectively</b> both orally and in writing with a variety of audiences.</li> </ul>	<ul style="list-style-type: none"> <li>• Successful experience in reporting to and working with Governors, the LA and other external advisors or agencies.</li> </ul>
<ul style="list-style-type: none"> <li>• Ability to develop <b>positive working relationships</b> with students, parents, staff, Academy Councillors and local community.</li> <li>• Ability to listen and respond to others.</li> <li>• Successful experience of working with parents as partners in their child's education.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to manage change, involving and consulting students, parents, staff, Academy Councillors and others.</li> </ul>
<ul style="list-style-type: none"> <li>• Proven ability to meet deadlines and be punctual</li> <li>• Is trustworthy, caring and kind.</li> <li>• Is approachable, but able to set appropriate personal and professional boundaries.</li> <li>• Has a positive outlook and is creative, flexible and open to new ideas.</li> <li>• Excellent health and attendance record.</li> </ul>	
<ul style="list-style-type: none"> <li>• Demonstrate a strong desire to achieve the highest possible level of educational achievement for each student in the school.</li> </ul>	
<b>Special requirements</b>	
<ul style="list-style-type: none"> <li>• An enhanced DBS clearance</li> </ul>	
<ul style="list-style-type: none"> <li>• Compliance with all school and Trust policies</li> </ul>	

***We welcome applications regardless of age, gender, ethnicity or religion. The trust is committed to safeguarding and promoting the welfare of our students and we expect all applicants to share this commitment. Appointments will be subject to an enhanced DBS disclosure.***