

The Oaks Academy

PERSON SPECIFICATION

JOB TITLE	Teacher of Secondary	GRADE	MPS
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ATTRIBUTES	DESCRIPTION	DESIRABLE
Knowledge and Experience	Graduate in relevant subject and DfE recognised Qualified Teacher Status. Successful teaching experience at secondary level (can be teaching practice). Understanding of theory and practice of effective teaching and learning. Knowledge of National curriculum requirements at KS3 and KS4. Understanding of the importance of having high expectations for all students, both of behaviour and academic achievement. Understanding of inclusive provision and practices which offer equality of access to the curriculum for all students, including special educational needs, English as an additional language and high achievers. Knowledge and experience of writing lesson plans, developing resources and assessing students work. Understanding the importance of being a Tutor.	Experience of working in an 11-18 school.
Skills and Abilities	The ability to work as part of a team and to develop and maintain positive relationships with teaching and other support staff. Good level of ICT skills The ability to create a motivating and safe learning environment for all students. The ability to communicate positively with parents/carers and where appropriate outside agencies in a way that facilitates effective links between home and school. Good communication skills both writing and speaking. Ability to lead and manage own work effectively and take responsibility for own professional development. Ability to carry out the job description. Excellent time management skills and the ability to prioritise and meet deadlines under pressure. Ability to motivate students and raise their aspirations through a range of strategies e.g. assessment for learning	Ability to use ICT incl. an interactive white board innovatively.

Personal Qualities	Enthusiasm for and commitment to the achievement of the academy's overall vision for success at all levels. Commitment to contributing to academy life as a whole and willingness to be involved with clubs and community projects. A positive approach to hard work. A positive role model for students. Passion for teaching own subject specialism. Flexible, adaptable, results orientated and able to prioritise, resilient under pressure. Awareness of and commitment to equal opportunities and valuing diversity.	
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The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Notwithstanding the detail in this job description, the jobholder will undertake such work as may be determined as necessary by the Trust.