PERSON SPECIFICATION
Lead Practitioner

E = Essential, D = Desirable

Method of Assessment The table indicates the possible method/s by which the skills/knowledge/level of competence in each area will be assessed.	**Essential or Desirable**	**Application Form**	**Interview (or other selection activity)**
Qualifications:			
Degree, teaching qualification in the specialist curriculum area	E	✓	
Recent record of appropriate CPD being undertaken	E	✓	
Higher Level Degree, further educational qualifications	D	✓	
Experience:			
Successful classroom experience across 11-18 range, with supporting data demonstrating good student progress against targets at all levels	E	✓	✓
Effective approach to behaviour management	E	✓	✓
Strengthen and support existing pastoral system	E	✓	✓
Experience of being a team player, with good people skills and evidence of the impact of these on raising student performance	E	✓	✓
Experience in the use of ICT and data to monitor and track achievement	E	✓	✓
Promotion of academy ethos, including participation and or coordination of extra-curricular and whole academy activities	E	✓	✓
Background of teaching within more than one subject	D	✓	✓
Knowledge, Skills and Abilities:			
Strategies to improve student attainment and achievement	E	✓	✓
Ability to relate effectively to students, colleagues and parents	E	✓	✓
Demonstrate highly effective classroom practice	E	✓	✓
Obvious passion for your subject	E	✓	✓
Confident and competent in the use of ICT, literacy and numeracy to enhance learning, monitor progress and communicate	E	✓	✓
Interest of developing collaborative ways of working	D	✓	✓
Ability to lead and motivate students	D	✓	✓
ICT literate	D	✓	✓
Understanding more complex performance data and application of a range of effective intervention strategies	D	✓	✓
Self Management:			
Self-critical, awareness of own strengths and development targets, and professional development requirements	E	✓	✓

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Learning Responsibilities:			
Have the ability to set and maintain high standards, and respond positively to feedback	E	✓	✓
Excellent subject knowledge, planning and delivery, classroom management and assessment practice	E	✓	✓
Understand the principles of highly effective learning, independent learning and intervention	E	✓	✓
Be a role model, promoting the Trust's values	E	✓	✓
Ability to articulate, form and maintain appropriate relationships and boundaries with children and young people	E	✓	✓
Personal Qualities:			
Professional, enterprising, personal impact	E	✓	✓
Outgoing, warm personality, approachable, inclusive	E	✓	✓
Positive, adaptable	E	✓	✓
Energetic and enthusiastic	E	✓	✓
Self-motivated, self-confident, reliable	E	✓	✓
Proactive, yet also reactive when required and industrious	E	✓	✓
Calm under pressure, emotionally intelligent	E	✓	✓
Sensitivity, fairness, tact and discretion	E	✓	✓
Commitment, generosity of spirit	E	✓	✓
VALUES-BASED BEHAVIOURS:			
Compassion:			
Recognising need in others and acting with positive intention to promote wellbeing and improve outcomes	E		✓
Aspiration:			
Working to high expectations, modelling the delivery of high quality outcomes	E		✓
Showing passion, persistence and resilience in seeking creative solutions to strive for continuous improvement and excellence	E		✓
Integrity:			
Acting always in the interests of children and young people	E		✓
Acting with a consistent and uncompromising adherence to strong moral and ethical principles	E		✓
Communicating with transparency and respect, creating a working environment based on trust and honesty	E		✓
Collaboration:			
Creating a shared vision and working effectively across boundaries in an equitable and inclusive way to skilfully influence and engage others	E		✓
Recognising need in others and acting with positive intention to promote wellbeing and improve outcomes	E		✓