Rawlins Academy

Teacher Person Specification

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| **Aspect** | **Essential** | **Desirable** |
| Qualifications  | * Qualified Teacher Status
* A degree or equivalent
 | * Other relevant qualifications
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| **Experience** | * Successful experience as a teacher (may be through teaching practice)
 | * Successful experience across 2 or 3 key stages
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| Working with People | The ability to:* work effectively and productively with all students
* work harmoniously with colleagues in a team
* seek and accept advice and support, if needed
* work in partnership with parents
* deal sensitively with people and to resolve conflicts
* engender trust and respect
 | * A potential leader and manager with vision, commitment, and excellent people skills
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| Teaching and Learning | The ability to:* demonstrate excellent classroom practice
* plan lessons effectively, following schemes of work
* use assessment to affect immediate improvement
* elicit high levels of achievement and performance
* promote good behaviour
* ensure fairness and consistency
* incorporate and exploit ICT as a learning aid
* use performance data efficiently and effectively
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| Knowledge and Understanding | * Confident with the subject knowledge required
* Knowledge of the relevant KS3/4/5 curriculum
* Understanding of special needs and inclusion
* Appreciation of different styles of teaching and learning
 | * Fully conversant of relevant national and regional developments which may impact on teaching
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| Professional Development | * Commitment to professional development
* Record of previous relevant professional development
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| Other Skills and Attributes | * Clear commitment to Rawlins values and expectations
* Commitment to Christian ethos
* Commitment to enrichment activities
* Good interpersonal and communication skills
* Capacity for working under pressure and to deadlines
* Reliability
* Commitment to coaching
* Optimism, conviction and high expectations
* Excellent health and attendance record
* Administrative and organisational efficiency
* Competence in using ICT for all routine purposes
* To uphold and promote the Rawlins Way
	+ *We respect and care for each other*
	+ *We work hard to learn and to achieve*
	+ *We face challenges positively together*
 | * Capacity to take initiative and assume responsibility
* Capacity to contribute to the wider life of the college
* Potential for promotion
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*Rawlins is committed to safeguarding and promoting the welfare and achievement of all young people.*

*All staff and volunteers must share this commitment.*

*This post is subject to an Enhanced Disclosure and Barring Service check.*

