**Teacher Person Specification**

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| **Attribute** | **Essential** | **Desirable** | **How identified** |
| Qualifications | * Good honours degree in relevant subject
* Qualified Teacher Status (or currently an ITT/GTP trainee)
 |  | * Application
* References
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| Knowledge and skills | * Very good classroom practitioner
* Ability to devise new resources to facilitate student learning.
* Knowledge and experience of intervention strategies
* Ability to set high expectations in the classroom.
* Knowledge of KS3/KS4 curriculum and assessment.
* Knowledge and understanding regarding Safeguarding, Child Protection and Prevent.
 | * Able to use interactive ICT systems for teaching and learning.
* Ability to teach a second subject.
* Evidence of leading high quality extra-curricular activities.
 | * Application
* References
* Teaching exercise
* Interview and practical activities
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| Experience | Either:* Successful placement(s), teaching at KS3/4 *(applicants currently in training)*

or:* Successful record of teaching including very good exam results at one or more of KS3/ KS4 *(applicants who already have gained QTS)*
 | * Experience of teaching in Alternative Provision.
* Significant contribution to the development of enrichment beyond the classroom.
 | * Application
* References
* Interview and practical activities
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| Continuous Professional Development | * Evidence of commitment to continuing professional development.
 |  | * Application
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| Personal Qualities | * A passion for education and making a difference.
* Excellent communicator.
* Effective team member.
* Drive and determination.
* Ambition.
* Energy, enthusiasm, sense of humour.
* Willingness to contribute to the wider life of the academy.
* A commitment to safeguarding children.
 |  | * Application
* References
* Interview and practical activities
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