**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 |
| 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 |
| 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 |
| Continuous Professional Development | * Evidence of commitment to continuing professional development. |  | * Application |
| 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 |