



PERSON SPECIFICATION FOR ALL TEACHING POSITIONS

The candidate we are seeking to appoint should match the specification below.

QUALIFICATIONS:

Qualified Teacher Status and a University Degree

PROFESSIONAL DEVELOPMENT:

Recent and relevant training in current educational practice, including management where appropriate

KNOWLEDGE AND EXPERIENCE:

- Knowledge and understanding of current educational theory and practice and its impact on creating a high quality learning environment for all students, including those with special needs and those for whom English is not the first language.
- A knowledge and understanding of the processes required which lead to effective teaching in successful schools.
- Excellent classroom practice demonstrated where appropriate, in a variety of schools.
- For senior roles, success in school leadership and management demonstrated in a management role in a high performing school.
- A record of initiating and leading improvements in the quality of teaching and learning or being personally involved in quality teaching and learning delivery.

SKILLS REQUIRED:

- Where appropriate, to have led and managed people to achieve desired outcomes.
- Work effectively and support a high performing team.
- For senior positions, to lead, manage and deploy staff and resources effectively to support and develop the high quality of educational provision expected at Radnor House Sevenoaks.
- Be comfortable in developing, implementing and managing change to ensure and enhance quality of teaching and learning.
- Establish a positive ethos, motivate and inspire students, other staff, parents and the community.
- Think creatively and imaginatively, investigate, solve problems and identify opportunities.
- The ability to make decisions based on analysis, interpretation and understanding of relevant data and information.
- Set high standards and provide a role model for other staff and students.
- Communicate effectively, orally and in writing to a range of audiences.

- Listen and understand the views of others and deal sensitively with staff, students, parents and the wider community.
- Plan and prioritise work in a pressured and high expectation environment.

PERSONAL ATTRIBUTES:

- Good rapport building
- Personal impact and presence
- Adaptability to changing circumstances and new ideas
- Energy, vigour and perseverance
- Self confidence and resilience
- Enthusiasm and passion for teaching and learning
- Intellectual ability
- Commitment
- Reliability and integrity
- Sense of humour