

**Person Specification**

**Qualifications**

**From**

**Desirable**

**Essential**

|  |  |  |  |
| --- | --- | --- | --- |
| Qualified teacher status or recognized equivalent | **✓** |  | A,I |
| Degree in related subject specialism | **✓** |  | A,I |
| Evidence of continuous professional development | **✓** |  | A,I |
| Additional, relevant training and qualifications in Safeguarding training |  | **✓** | A,I |
| Hold a middle leadership qualification |  | **✓** | A,I |

**Experience**

|  |  |  |  |
| --- | --- | --- | --- |
| Ability to Teach ‘outstanding’ Lessons | **✓** |  | A,I |
| Proven success in improving student outcomes within a school | **✓** |  | A,I |
| Experience of managing teams, supporting and challenging at all times |  | **✓** | A,I |
| Teaching experience with the age range | **✓** |  | A,I |
| Proven successful Mentoring/Coaching and leading colleagues at this level |  | **✓** | A,I |
| Proven, successful leadership within a similar setting |  | **✓** | A,I |
| Experience of implementing systems to support attendance improvement |  | **✓** | A,I |
| Ability to use/analyse assessment data systems to raise standards | **✓** |  | A,I |

**Knowledge and skills**

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| --- | --- | --- | --- |
| Show knowledge of current education legislation, Ofsted framework, best practice, national trends and innovation | **✓** |  | A, I |
| A thorough understanding of the benefits and implications of a specialist curriculum | **✓** |  | A, I |
| Ability to efficiently and effectively manage administrative work | **✓** |  | A, I |
| Ability to lead on assessment effectively to inform teaching | **✓** |  | A, I |
| Ability to support staff and students in maintaining high standards | **✓** |  | A,I |
| Ability to form good working relationships with all staff | **✓** |  | A,I |
| Ability to create a stimulating and safe learning environment | **✓** |  | A,I |
| Ability to lead a team of staff to ensure the right outcomes for students are achieved | **✓** |  | A,I |
| Ability to establish and maintain a purposeful working atmosphere | **✓** |  | A,I |
| Ability to plan, prepare and deliver a curriculum relevant to the age and ability of the groups taught | **✓** |  | A,I |
| Demonstrate a commitment to equal opportunities | **✓** |  | A,I |
| Ability to teach using a wide variety of strategies to maximize student progress and learning | **✓** |  | A,I |
| Able to encourage children in developing self-esteem and respect for others | **✓** |  | A,I |
| Ability to successfully deploy a wide range of effective behaviour management strategies | **✓** |  | A,I |
| Ability to communicate to a range of audiences using a variety of techniques | **✓** |  | A,I |
| Knowledge of and/or ability to use technology to support student learning | **✓** |  | A,I |

**Commitment - demonstrate commitment to...**

|  |  |  |  |
| --- | --- | --- | --- |
| Excellence at all levels and a determination to succeed | **✓** |  | A,I |
| Achieving the highest standards of teaching and learning for all students | **✓** |  | A,I |
| Motivate others and adopt a positive approach to education | **✓** |  | A,I |
| Equality of opportunity for staff, students and all members of the school and wider community | **✓** |  | A,I |
| Promoting the academy’s vision and ethos | **✓** |  | A,I |
| Establishing a high quality, stimulating learning environment | **✓** |  | A,I |
| Ongoing relevant professional self-development | **✓** |  | A,I |
| Safeguarding and child protection | **✓** |  | A,I |

**Key**

A Evidence from application form and personal statement

I Evidence from a face-to-face interview