

Person Specification

The Collaborative Academies Trust (CAT) is an expanding sponsor of academies. It is run and led by a highly skilled and experienced team of educationalists working with secondary, primary and special schools. It works in collaborative partnership with the Local Governing Body and the Headteacher. The Trust and Governing Body of Kingsthorpe College are committed to safeguarding and promoting the welfare of children and young persons and ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS).

	ESSENTIAL	DESIRABLE
Qualifications / Experience	<p>A Level education or qualified by experience</p> <p>High level of literacy and numeracy</p> <p>A record of recent personal training or development</p> <p>Experience of working as part of a team</p>	<p>Education to degree level in a relevant secondary curriculum subject</p> <p>OR</p> <p>NVQ Level 3 or equivalent</p> <p>Experience of working in a school or educational establishment</p>
Knowledge	<p>An interest in education</p> <p>Knowledge and understanding of the barriers to learning faced by young people</p> <p>Knowledge of behaviour management strategies</p>	<p>Knowledge of schools and issues relating to education</p> <p>Knowledge of specific curricular areas</p> <p>Knowledge and understanding of safeguarding issues</p>
Skills and Abilities	<p>Excellent communication skills and the ability to relate well to staff and students</p> <p>Ability to safely manage classroom activities and learning resources</p> <p>Ability to manage time effectively and work without close supervision</p> <p>Ability to work under pressure and on own initiative</p> <p>Able to work constructively as part of a team, understanding school rules and responsibilities</p> <p>Sound organisational skills and good ICT skills</p>	
Personal characteristics	<p>Able to work well under pressure with the confidence to supervise a class independently</p> <p>Understanding of the importance of confidentiality</p> <p>Professional appearance, conduct and demeanour</p> <p>Committed to participation in further training and development</p>	<p>A sense of humour</p>

	Adaptability and openness to change Willingness to be involved in the wider life of the College community Proven record of attendance and punctuality	
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Kingsthorpe College is committed to safeguarding and promoting the welfare of children and young people and expects all members of staff to share this commitment.