Great Academy Ashton - Person Specification
(Part of Great Academies Education Trust)

Title: Teacher of English

CRITERIA	CATEGORY	METHOD OF ASSESSMENT
1. Educational Standard/Qualifications		
• Degree or equivalent in relevant subject	E	Application form and evidence of qualification
• Qualified Teacher Status.	E	Application form and evidence of qualification
2. Experience		
• High quality teaching/learning skills	E	Interview
• Experience as an excellent classroom practitioner	E	Interview
• Securing positive outcomes for gifted and talented students	D	Application form
• Infectious enthusiasm for subject/s and teaching	E	Interview
• Commitment to extra curricular activities	D	Application form / interview
• Ability to recognise strengths and weaknesses and an interest in their own personal development.	E	Application form / Interview
• Well organised	E	Application form / reference
• An enthusiasm for supportive pastoral care	E	Application form / interview
• Able to motivate children and set high standards	E	Application form / Interview
• Experience of target setting and strategic planning regarding student progress	E	Application form / interview
3. Knowledge		
• Knowledge of ICT	E	Application form / interview
• Knowledge of recent educational developments	E	Application form / interview
• Knowledge of safeguarding procedures	E	Application form / interview

4. Personal Qualities / Skills

• Ability to manage, to work calmly under pressure, prioritise and to meet deadlines	E	Interview / reference
• Having a vision for future Academy development	D	Interview
• Develop effective teamwork	E	Application form / interview
• Excellent communication skills	E	Application form / interview
• Willing and able to deal with detail /complex matters	E	Interview
• Able to promote diversity and equality of opportunity	E	Interview
• Manage conflict	E	Interview
• Ability to work flexibly and adapt to meet the changing demands and circumstances	E	Application form / interview

5. Commitment and Behaviours

• Demonstrate commitment to all members of the Academy community	E	Application form / interview
• Robust approach to conflicting and heavy demands	E	Application form / interview
• Convey personal enthusiasm and commitment	E	Interview
• Commitment to extension and enrichment activities	D	Application form / interview
• Commitment to own CPD	E	Application form / interview
• Commitment to Trust Policies and Procedures including Health and Safety, Equality and Diversity and Safeguarding	E	Interview

For Information:

Category E: Refers to Essential Requirements without which the candidate would be unable to carry out the duties of the post.

Category D: Refers to Desirable Features which would normally enable the successful candidate to perform the duties and tasks better and more efficiently than one who did not have the qualifications, training, experience etc