

Kearsley Academy CLASSROOM TEACHER

Person Specification

- Elements required to undertake the job are provided under specific headings. Each element is essential or desirable as indicated by an E or D in the "E/D" column.
- How the evidence will be tested is indicated under the remaining columns.

CODE:

E/D:- Essential or Desirable

A:- Application Form

I:- Interview/Presentation

R:- References

A	TRAINING AND QUALIFICATIONS	E/ D	A	I	R
1	Qualified Teacher Status	E	√		
2	Degree (or equivalent)	E	√		
3	Evidence of recent professional development	E	√		
4	Higher Degree or Post graduate curriculum or leadership qualification	D	√		

B	EXPERIENCE OF TEACHING AND SCHOOL LEADERSHIP	E/ D	A	I	R
1	Successful teaching experience across the secondary age range	E	√	√	√
3	Support the development, in partnership with others, a strategic vision for the school	E	√	√	√
4	Effective financial and resource management skills	D	√		√
5	Able to identify the need for change through self-evaluation methods and implement this successfully	E	√	√	√
6	Leadership qualities to motivate and inspire others	D	√	√	√
7	Experience of successful whole school action planning and implementation	D		√	√
8	Experience within a school which is multicultural and multi faith	D	√	√	√
9	Experience of working in partnership with Governors, staff, parents, pupils, multiagency partners and wider community	D	√	√	√

C	PROFESSIONAL KNOWLEDGE AND UNDERSTANDING	E/ D	A	I	R
1	A clear understanding of what constitutes good practice in delivering inclusive education	E	√	√	√
2	Has a sound knowledge of strategies to enhance teaching and learning opportunities within the school	E	√	√	√
3	A clear commitment to sharing excellent practice including leading CPD	D	√	√	√
4	Knowledge of local and national policies, priorities and statutory frameworks, particularly those relating to Academies.	D	√	√	√
5	Evidence of knowledge and understanding of risk management	E	√	√	
6	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> motivation to work with children and young people 	E	√	√	√

	<ul style="list-style-type: none"> ability to form and maintain appropriate relationships and personal boundaries with children and young people emotional resilience in working with challenging behaviours constructive attitude to use of authority and maintaining discipline 				
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D	PERSONAL SKILLS & ATTRIBUTES	E/ D	A	I	R
1	A profound commitment to the ethos of the Academy and the maintenance of excellent standards.	E	√	√	√
2	A commitment to equality and diversity	E	√	√	√
3	High standards of integrity and a positive role model for pupils and staff and other key stakeholders	E		√	√
4	Ability to be creative and innovative	D	√	√	√
5	A range of leadership skills to develop productive relationships and high performing team work	D	√	√	√
6	Communicates well orally and in writing at all levels and with all audiences	E	√	√	√
7	Good self management, to include time management, working under pressure and to deadlines	E	√	√	√
8	Excellent ICT and interpretation skills	D	√	√	√

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Criminal Records Bureau
2	Additional criminal record checks if applicant has lived outside the UK No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.
3	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)