Rawlins Academy

Teacher Person Specification

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| **Aspect** | **Essential** | **Desirable** |
| Qualifications | * Qualified Teacher Status * A degree or equivalent | * Other relevant qualifications |
| **Experience** | * Successful experience as a teacher (may be through teaching practice) | * Successful experience across 2 or 3 key stages |
| Working with People | The ability to:   * work effectively and productively with all students * work harmoniously with colleagues in a team * seek and accept advice and support, if needed * work in partnership with parents * deal sensitively with people and to resolve conflicts * engender trust and respect | * A potential leader and manager with vision, commitment, and excellent people skills |
| Teaching and Learning | The ability to:   * demonstrate excellent classroom practice * plan lessons effectively, following schemes of work * use assessment to affect immediate improvement * elicit high levels of achievement and performance * promote good behaviour * ensure fairness and consistency * incorporate and exploit ICT as a learning aid * use performance data efficiently and effectively |  |
| Knowledge and Understanding | * Confident with the subject knowledge required * Knowledge of the relevant KS3/4/5 curriculum * Understanding of special needs and inclusion * Appreciation of different styles of teaching and learning | * Fully conversant of relevant national and regional developments which may impact on teaching |
| Professional Development | * Commitment to professional development * Record of previous relevant professional development |  |
| Other Skills and Attributes | * Clear commitment to Rawlins values and expectations * Commitment to Christian ethos * Commitment to enrichment activities * Good interpersonal and communication skills * Capacity for working under pressure and to deadlines * Reliability * Commitment to coaching * Optimism, conviction and high expectations * Excellent health and attendance record * Administrative and organisational efficiency * Competence in using ICT for all routine purposes * To uphold and promote the Rawlins Way   + *We respect and care for each other*   + *We work hard to learn and to achieve*   + *We face challenges positively together* | * Capacity to take initiative and assume responsibility * Capacity to contribute to the wider life of the college * Potential for promotion |

*Rawlins is committed to safeguarding and promoting the welfare and achievement of all young people.*

*All staff and volunteers must share this commitment.*

*This post is subject to an Enhanced Disclosure and Barring Service check.*

