****

**Personal Specification**

**Qualifications**

**From**

 **Desirable**

**Essential**

|  |  |  |  |
| --- | --- | --- | --- |
| Qualified teacher status or recognised 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 |

**Experience**

|  |  |  |  |
| --- | --- | --- | --- |
|   Ability to Teach ‘Good or Outstanding’ Spanish lessons |  |  | A,I |
| Proven success in improving student outcomes within a school |  |  | A,I |
| Teaching experience with the age range |  |  | A,I |
| Experience of implementing systems to support pastoral strategies as a form tutor |  |  | A,I |
| Ability to use/analyse assessment data systems to raise standards |  |  | A,I |

**Knowledge and skills - the ability to...**

|  |  |  |  |
| --- | --- | --- | --- |
| 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 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 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 |
| Ability to assess and record the progress of students’ learning |  |  | A,I |
| Demonstrate a commitment to equal opportunities |  |  | A,I |
| Ability to teach using a wide variety of strategies to maximise 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 Oldham Academy North 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