

Whether you're a 3 year old in nursery learning to explore the world around you, an 18 year old preparing to go to university, a new teacher understanding the demands of the job, a Head Teacher leading the learning in your academy, a member of the regional team ensuring efficient and effective operations or a trustee scrutinising and challenging the CEO, we want every single person within E-ACT to be driven by three core values:

- We want everyone to **think big** for yourselves and for the world around you;
- We want everyone to **do the right thing** in everything you do, even when this means doing something that's hard, not popular or takes a lot of time;
- We want everyone to show strong **team spirit**, always supporting and driving your team forward

We really believe that if we all do the right thing, support our teams and we all think big, believe big, act big, then the results will be big too!

This means that if you want to be part of E-ACT, you need to be able to embrace and embody these values in all that you do.

Selection Criteria	Essential (E) Desirable (D)	Evident in: Application form (A) Interview process (I) Reference (R)
Qualifications <ul style="list-style-type: none"> • Qualified teacher status • Recent and relevant professional development 	E E	A A
Experience <ul style="list-style-type: none"> • Successful teaching experience in a secondary school or evidence of successful completion of initial teacher training. • Working in a socially and culturally diverse school community • A knowledge of relevant curriculum areas at Key Stages 3 & 4 including an understanding of assessment and monitoring • A working knowledge of a variety of teaching and learning strategies 	E D D E	A/I/R A/I/R E E
Knowledge and Skills <ul style="list-style-type: none"> • Teaching to a high standard • Relates to and motivates pupils • Works well within and contributes to team development • Understands and values the processes of planning and tracking as an aid to raising standards • Good classroom management • Evidence of a commitment to an equal opportunities policy both in service delivery and employment • Awareness of safeguarding and child protection methods • Understands the importance of ensuring the health & safety of pupils 	E E E E E E E E	I/R I A/R I I/R I A/I A/I
Developing self and working with others <ul style="list-style-type: none"> • Regularly reviews own practice and continually participates in quality CPD • Respond effectively and efficiently to daily challenges • To make decisions on the basis of sound judgement • Identify potential for individual development • Have strategies to monitor and evaluate developments • Be a professional role model 	E E E E	I/R L/I/R L/I/R I/R
Personal Qualities and Attributes <ul style="list-style-type: none"> • To be a reflective practitioner who responds to change positively • Understand the importance of professionalism and confidentiality • Moral purpose (Equality, children and adults treated with respect) • Self-motivated • Enjoys challenge • Works to deadlines • Self-awareness, knowledge of strengths and limitations • Be enthusiastic and determined • Able to work under pressure and recognise and manage stress • Have flexibility, sensitivity and tact • Commitment to on-going and professional development 	E E E E E D E E E E E	A/I/R I A/I A/I/R A/I/R I A/I A/I/R I A/I