



# Rawlins Academy

## Teacher Person Specification

Aspect	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>▪ Qualified Teacher Status</li> <li>▪ A degree or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>▪ Other relevant qualifications</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>▪ Successful experience as a teacher (may be through teaching practice)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Successful experience across 2 or 3 key stages</li> </ul>
<b>Working with People</b>	<p>The ability to:</p> <ul style="list-style-type: none"> <li>▪ work effectively and productively with all pupils</li> <li>▪ work harmoniously with colleagues in a team</li> <li>▪ seek and accept advice and support, if needed</li> <li>▪ work in partnership with parents</li> <li>▪ deal sensitively with people and to resolve conflicts</li> <li>▪ engender trust and respect</li> </ul>	<ul style="list-style-type: none"> <li>▪ A potential leader and manager with vision, commitment, and excellent people skills</li> </ul>
<b>Teaching and Learning</b>	<p>The ability to:</p> <ul style="list-style-type: none"> <li>▪ demonstrate excellent classroom practice</li> <li>▪ plan lessons effectively, following schemes of work</li> <li>▪ use assessment to affect immediate improvement</li> <li>▪ elicit high levels of achievement and performance</li> <li>▪ promote good behaviour</li> <li>▪ ensure fairness and consistency</li> <li>▪ incorporate and exploit ICT as a learning aid</li> <li>▪ use performance data efficiently and effectively</li> </ul>	
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>▪ Confident with the subject knowledge required</li> <li>▪ Knowledge of the relevant KS3/4/5 curriculum</li> <li>▪ Understanding of special needs and inclusion</li> <li>▪ Appreciation of different styles of teaching and learning</li> </ul>	<ul style="list-style-type: none"> <li>▪ Fully conversant of relevant national and regional developments which may impact on teaching</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>▪ Commitment to professional development</li> <li>▪ Record of previous relevant professional development</li> </ul>	
<b>Other Skills and Attributes</b>	<ul style="list-style-type: none"> <li>▪ Clear commitment to Rawlins values and expectations</li> <li>▪ Commitment to Christian ethos</li> <li>▪ Commitment to enrichment activities</li> <li>▪ Good interpersonal and communication skills</li> <li>▪ Capacity for working under pressure and to deadlines</li> <li>▪ Reliability</li> <li>▪ Commitment to coaching</li> <li>▪ Optimism, conviction and high expectations</li> <li>▪ Excellent health and attendance record</li> <li>▪ Administrative and organisational efficiency</li> <li>▪ Competence in using ICT for all routine purposes</li> <li>▪ Willingness to uphold and promote our Rawlins vision and values:</li> </ul> <p><b>Developing Trust   Inspiring Hope   Building Success   Shaping the Future</b>            Through: Compassion, Wisdom and Endurance            Encapsulated in our motto:  <i>Act wisely and make the most of every opportunity</i></p>	<ul style="list-style-type: none"> <li>▪ Capacity to take initiative and assume responsibility</li> <li>▪ Capacity to contribute to the wider life of the Academy</li> <li>▪ Potential for promotion</li> </ul>

*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.  
 Developing Trust | Inspiring Hope | Building Success | Shaping the Future*