PERSON SPECIFICATION

Attributes	Essential	Desirable	How Identified
Qualifications	Recognised teaching qualification		App Form Interview
Experience	At least 2 years minimum teaching experience in a Secondary School/Academy. Evidence of delivering 'good or Outstanding' lessons. ICT literate. Experience of teaching in an inner city Secondary Academy. Experience of developing an area of the curriculum.	Experience of teaching in sixth form. Experience of tracking pupil progress to accelerate their rate of progress.	App Form Interview References. Lesson Observations.
Social Knowledge	Fully conversant with good Secondary practice. Working knowledge of the National Curriculum. Knowledge of Assessment and tracking procedures and how they can be used to adapt planning and delivery of the curriculum. Working knowledge of the faith communities of the children attending the Academy. Safeguarding and child protection procedures.	Experience of leading a National Curriculum Subject.	App Form Interview References. Lesson Observations.
Disposition **Adjustment** **Attitude**	Conscientious, reliable, flexible, good inter-personal skills with both adults and children. Self-motivated, understand the importance of self-evaluation and professional accountability. Willingness to participate fully in academy life. Good team player. Calm and able to deal with competing demands on time managing stress levels.	Able to support and inspire others - adults and children.	App Form Interview References.

	Able to form good relationships with parents from minority ethnic communities.		
Practical & Intellectual Skills	Good organisational and behaviour management skills. Ability to match teaching strategies to different learning styles to engage all pupils. Good written and oral communication skills.	Able to analyse pupil progress data and use it to plan intervention strategies to close gaps in pupil progress	App Form Interview References. Lesson Observations.
Circumstances & Training	Enhanced DBS check Be willing to undertake some out of academy hours working eg. After academy clubs. Commitment to taking part in continual professional development.	Evidence of recent attendance on appropriate courses.	App Form Interview References.
Physical / Sensory	To be physically and mentally able to meet the demands of teaching children and mentally equipped to withstand the pressures of the post.		App Form Interview References.