

## Person Specification

### Teachers and Support Staff

<b>Role:</b>	<b>Teacher of History</b>	
	<b>Essential Requirements</b>	How Identified
<b>Qualifications</b>	GCSE Maths and English. A good honours degree in related subject. Qualified Teacher Status.	Application
<b>Experience</b>	To have relevant teaching experience gained via current role or training. Awareness of Multi Academy Trusts and Teaching Schools	Application References Interview
<b>Training</b>	Recent training experience relating to the post.	Application Interview
<b>Knowledge, Skills and Ability</b>	<p>An outstanding teacher who understands the characteristics of outstanding teaching and learning.</p> <p>Understands the foundations of knowledge that students must acquire at each stage of their education.</p> <p>An excellent understanding of how to use data to monitor performance and intervene when necessary.</p> <p>Sound knowledge of examination framework and how to maximise student performance.</p> <p>Can plan lessons strategically to ensure that progress is made.</p> <p>Can effectively use student performance data to shape lesson planning.</p> <p>Confidently use ICT as both a teaching and administrative tool.</p> <p>Sound literacy and numeracy skills.</p> <p>Ability to motivate and inspire students to learn.</p> <p>A clear vision for school improvement</p> <p>An understanding of the Ofsted framework</p> <p>An understanding of what makes an outstanding secondary school</p> <p>An understanding of how to develop a collaborative model of practice.</p> <p>A passion for education and for making a difference to young people's lives.</p> <p>Energy, enthusiasm and resilience.</p>	Application Interview
<b>Personal Circumstances</b>	<p>Must have the ability to be flexible and work to the requirements of a busy school.</p> <p>Interest in the school's wider role in the community.</p>	Application Interview
<b>Disposition and Attitude</b>	<p>A passion for education and a deep felt desire to make a difference for young people.</p> <p>To like young people and be liked by them.</p> <p>To possess educational vision underpinned by values.</p> <p>Humility: a recognition that the more you know, the less you know! Not being afraid to say 'I don't know'.</p> <p>Be emotionally intelligent: know when to direct, when to challenge and when not to; be able to inspire, present a positive perspective at all times; be able to listen and show awareness of others sensitivities; to have personal pride and lead by example.</p> <p>Be happy to get your hands dirty. Don't ask people to do things you wouldn't do yourself.</p> <p>Understand the importance of work/ life balance.</p> <p>Enthusiastic, flexible, team player. Enjoy hard work and take constructive criticism.</p> <p>Desire for significant professional development.</p>	Application Interview References
<b>Physical</b>	Excellent attendance and punctuality. Resilient.	References Interview

Equality

A commitment to, and evidence of, promoting diversity and equal opportunities within the Trust, the curriculum and employment practice.

Application  
Interview