**Person Specification: Person Specification: Teacher: Beckfoot Oakbank School**

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| **Attributes** | | **Essential** | **How Identified** |
|  | **Qualifications** | A good honours degree in related subject  Qualified Teacher Status | *Form* |
| 2. | **Experience** | Experience in teaching across the ability range at all stages | *Form*  *References*  *Interview* |
| 3. | **Training** | Completion of PGCE or equivalent teacher training  Relevant INSET  Awareness of Multi-Academy Trusts and Teaching Schools | *Form*  *Letter*  *Interview* |
| 4. | **Special Knowledge** | An outstanding teacher  An excellent understanding of how to use data to monitor performance and intervene when necessary  A clear vision for school improvement  An understanding of the Ofsted framework  An understanding of what makes an outstanding secondary school  An understanding of how to develop collaborative model of practice | *Letter*  *Interview* |
| 5. | **Personal Circumstances** | Must be legally entitled to work in the UK (Asylum & Immigration Act 1996)  Must have the ability to be flexible and work to the requirements of a busy school  Interest in the school’s wider role in the community | *Letter*  *Interview* |
| 6. | **Disposition and Attitude** | A passion for education and a deep-felt desire to make a difference for young people.  To like young people and be liked by them  To possess educational vision underpinned by values  To operate in line with the seven principles of public life of selflessness, integrity, objectivity, accountability, openness, honesty and leadership.  Humility: a recognition that the more you know, the less you know! Not being afraid to say ‘I don’t know’.  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 other’s sensitivities; to have personal pride and lead by example.  Be happy to get your hands dirty. Don’t ask people to do things you wouldn’t do yourself.  Understand the importance of work/ life balance.  Enthusiastic, flexible, team player. Enjoy hard work and take constructive criticism.  Desire for significant professional development. | *Letter*  *References*  *Interview* |
| 7. | **Practical and Intellectual Skills** | Imaginative. Visionary. Risk Taker, good oral and written communicator. Look smart and professional  Skills and enthusiasms beyond work that can be used to fire the imagination of young people and colleagues. | *Letter*  *References*  *Interview* |
| 8. | **Physical** | Resilient  Excellent attendance and punctuality. | *References/*  *Interview* |
| 9. | **Equality** | A commitment to, and evidence of, promoting diversity and equal opportunities within the Trust, the curriculum and employment practice. | *Letter*  *Interview* |