



Grove Academy

PERSON SPECIFICATION

Teacher

EDUCATION AND QUALIFICATIONS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED A = application I = interview R = reference
Qualified Teacher Status	Yes		A
Further relevant educational professional qualifications		Yes	A
KNOWLEDGE AND EXPERIENCE			
Up to date knowledge of all aspects of the National Curriculum at KS3 and relevant exam specification knowledge for GCSE	Yes		A
Teaching in a secondary school	Yes		A I R
Ability to teach consistently good or outstanding lessons	Yes		IR
Ability to use a range of teaching styles appropriately	Yes		I
Ability to provide effective written and verbal feedback which raises achievement	Yes		AIR
Ability to use data and assessment for learning to raise achievement	Yes		AI
Statutory requirements concerning equal opportunities, health and safety, SEN and child protection	Yes		AI
Knowledge of effective teaching and learning strategies to meet the needs of all students including those with special educational needs, vulnerable groups and gifted and talented students	Yes		A I R

Evidence of continuous INSET and commitment to further professional developments		Yes	A I
Experience of teaching in more than one key stage		Yes	A I R
Relevant knowledge and understanding of current curriculum issues and research	Yes		A I R
SKILLS AND ABILITIES			
Highly developed planning and organisation skills	Yes		A I R
Excellent written and verbal communication	Yes		A I R
Highly developed interpersonal skills	Yes		A I R
Ability to assess students' learning needs and set appropriate targets for improvement	Yes		A I R
Ability to analyse and interpret a range of key data and information about students' attainment to set targets for improving standards and attainment	Yes		A I
Ability to analyse data and evidence of higher-level ICT skills	Yes		I
Good ICT skills and knowledge of how new technologies support teaching and learning	Yes		A I
Ability to use initiative and prioritise workload	Yes		I R
Accurate and well organised approach to work	Yes		I R
Ability to follow instructions	Yes		A I R
Ability to motivate children and set high standards	Yes		A I R
Ability to secure a good standard of student behaviour by establishing and communicating appropriate rules, in accordance with school policies	Yes		A I
Establish and develop good relationships with parents, governors and the wider community	Yes		A I R
PERSONAL QUALITIES			
Commitment to high educational, professional and personal standards	Yes		A I R
Enthusiasm for teaching and learning and for your subject	Yes		I R
Commitment to continuous professional development of yourself and others	Yes		A I R
Respect for children, parents and their needs	Yes		A I R
Be able to relate well to students and a commitment to positive and healthy outcomes for young people	Yes		A I R

A demonstrable commitment to the safeguarding of students and child protection	Yes		AIR
Be able to listen effectively and be sensitive to others	Yes		I
A strong commitment to Equal Opportunities	Yes		AIR
High levels of motivation and a 'can do' attitude	Yes		AIR
Discretion at all times in the disclosure of information about the school and having a strong awareness of confidentiality	Yes		AIR
A passion for inclusive education in a multi-ethnic environment	Yes		AIR
Ability to be ambitious for self and others	Yes		AIR
Ability to recognise and manage personal stress and support others in managing theirs		Yes	IR
OTHER			
A commitment to organising and running extra-curricular activities, including residential visits and exchanges		Yes	AIR
A sense of humour, accepting of change and a resilient approach to the demands of the teaching profession	Yes		AIR