

**Person Specification – Subject Teacher**

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| **Category** | **Essential** | **Desirable** |
| **Qualification and Training** | * Qualified Teacher Status or equivalent. * Degree or equivalent with significant content in related subject. | * Postgraduate degree and/or further relevant professional studies. * The ability to offer a second subject. |
| **Experience / Knowledge** | * Experience of and/or a passion for teaching. * Knowledge and understanding of current issues in education. * Understanding of the National Curriculum. * Awareness of different learning styles and multiple intelligences. * Have an achievement focus, and believe in students fulfilling and exceeding their potential. * Sound understanding of what is required to secure effective teaching and learning. * An understanding of performance and contextual data as tools for raising student development. * Evidence of successful, consistently good to outstanding teaching practice. | * Excellent understanding of what is required to secure effective teaching and learning. * Experience of successfully teaching across age and ability range. * Experience of working with other agencies to enrich the education of students. * Thorough understanding of the potential of e-learning. |
| **Expertise** | * Able to inspire, challenge and motivate pupils. * Set and achieve ambitious, challenging goals and targets. * Securely meets the Teacher Standards relevant to pay range. * Excellent oral and written communication skills. * Excellent literacy and numeracy skills. * Ability to give and receive effective feedback and act to improve own performance and that of others. * Ability to explain ideas clearly and succinctly. * Excellent user of ICT. | * Are, or have the potential to be, an outstanding teacher who models high quality teaching and learning. |
| **Personal Attributes** | * Are enthusiastic and always positive. * Stimulate and spark others through working in teams. * Use critical thinking, creativity and imagination. * Are able and willing to scrutinise their own practice and to make their practice accessible to others. * Believe they can improve on their previous best. * Commitment to uphold the Academy's Equal Opportunities Policy. * Commitment to uphold the Academy's ethos. * Commitment to safeguarding Children. | * Practise leadership at all levels. |