**Sir John Hunt Community Sports College**

**Person Specification**

**AP Raising Standards**

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| **Selection Criteria** | **Essential**  **(E)**  **Desirable**  **(D)** | **Evidence (Ev)**  **Application Form (A)**  **Application Letter (L)**  **Interview Process (I)**  **Reference (R)** |
| **Qualifications**   * Degree Qualification (minimum 2.1 or a First) * Qualified Teacher Status * Evidence of Professional Development * Further professional qualifications | D  E  E  D | A  A  A  A |
| **Experience**   * A Level grades A, B * Have taught at least 1 A Level subject with good outcomes * Current experience of middle leadership * Successful experience of working with secondary age students * Experience of leading a team * Good results profile * Successful teaching experience – evidence of strong teaching | D  D  D  E  D  E  E | A  A/L/I  A/L/I  A/L/I  A/L/I  A/L/I  A/L/I |
| **Knowledge & Understanding**   * Strong knowledge of pedagogy and the process of teaching and learning * Experience in analysing and evaluating student progress and attendance data * Thorough understanding of strategies required to ensure students make good progress * Good knowledge and understanding of the curriculum * Good understanding of strategies that develop literacy and communication * Good understanding of inclusion * Knowledge of good practice for monitoring and evaluation * Ability to organise and lead activities to engage students * Ability to communicate effectively both orally and in writing * Understanding of principles of learning processes and in particular barriers to learning | E  D  E  E  E  E  E  E  E  E | L/I/R  L/I/R  L/I/R  L/I/R  L/I/R  L/I/R  L/I/R  L/I/R  L/I  L/I/R |
| **Skills**   * Excellent interpersonal and communication skills, and the ability to form strong relationships with students, parents and staff * Ability to raise aspirations of students and inspire them to work towards shared goals * Determination and resilience to embrace new developments to raise student attainment * Ability to remain calm in situations of high tension * Ability to prioritise * Good ICT skills * Methodical with good attention to detail * Ability to develop strong relationships and partnerships with external agencies and professionals * Ability to promote and apply the college conduct for learning effectively * Ability to self-organise and multi-task * Ability to learn from experience * Good cooperative, interpersonal and listening skills * Identifies and promotes best practice and encourages the sharing of ideas | E  E  E  E  E  E  E  E  E  E  E  E  E | L/I/R  L/I/R  L/I/R  L/I/R  L/I/R  L/I/R  A/I  L/I/R  L/I/R  L/I/R  L/I/R  L/I/R  L/I/R |
| **Other**   * Proactively seeks opportunities to increase job knowledge and understanding * Builds strong team ethos where everyone feels valued * Ability to collaborate effectively as part of a team * Absolute commitment to the safety and welfare of all students * Possession of an enthusiastic and “can-do” disposition * Willingness and ability to attend meetings/events outside normal school day * Openness, good humour, patience, enthusiasm and a sense of proportion * Good health, attendance and punctuality * Strong support from referees | E  E  E  E  E  E  E  E  E | I/R  I/R  L/I  I  I/R  A/R  R  I/R  I/R  I/R |