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| **Classroom Teacher**  **Person Specification** | | |
| **Criteria** | **Essential** | **Desirable** |
| **Education and**  **Qualifications** | * Qualified to degree level and above * Qualified to teach in the UK (QTS or working towards) * Right to work in the UK | * NPQ relevant qualification(s) |
| **Experience and Knowledge** | * Knowledge of up to date curriculum developments * Knowledge of assessment at all key stages and robust assessment and levelling of student’s work * Experience teaching 11-18 * A positive proven track record of student progress, performance and attainment * Evidence of continually improving the teaching and learning in your subject area * Evidence of effective use of assessment for learning * Evidence of outstanding classroom practice which leads to learning for every student * Evidence of effective planning, teaching and classroom management * Ability to teach to A\* GCSE standard | * Specialist SEND Teaching experience * Primary School experience |
| **Skills and Attributes** | **Teaching and Learning**   * Excellent classroom practitioner * Effective and consistent behaviour management * Enthusiasm and passion for the subject * Ability to inspire confidence in students and staff * High expectations for self and others * Ability to be self-motivated and ability to motivate others to continually improve standards and achievement * Be reflective of own practice and be willing to act upon feedback and be open to coaching and mentoring   **Problem Solving**   * Identify, analyse and resolve problems and issues * Develop plans with clear and robust outcomes and effective solutions * Evaluate results and identify necessary actions   **Disposition and attitude**   * Ability to work with and within a team * Ability to plan, prepare and deliver across the subjects across the key stages * Ability to communicate effectively and clearly with colleagues, students, parents/carers * Ability to respond to changed and be flexible * Motivation to continually improve standards and achievement for self and others * Commitment to the safeguarding and welfare of students * A motivation to participate in extra-curricular activities e.g. educational trips/visits   **Other**   * Demonstrate resilience, motivation and ability to respond to change * Be adaptable and flexible in difficult situations * Demonstrate competence in using ICT to enhance learning and teaching * A good health record * No contra-indications in personal or criminal record to indicate unsuitability for the post applied for | * Leadership and management of subject teams |
| **Communication and Interpersonal Skills** | * Good interpersonal skills – at ease with people and able to engage with personnel at a variety of levels * Good teamwork skills |  |
| **Management Skills** | * Ability to deal in an appropriate way with difficult situations * Task management skills, able to manage and organise your time * Understanding and awareness of the need for sensitivity and confidentiality when dealing with school matters |  |
| **Attitude and Motivation** | * Interested in learning about best practice in all aspects of the job and able to apply learning to develop new approaches * Flexible and adaptable in your approach to working in an organisation where unexpected demands can arise at any time |  |
| **Personal Qualities** | * You will be enthusiastic, sympathetic to the needs of young people, and will enjoy working in a school environment * You will be a patient person who gets on well with others and has a good sense of humour * Professional commitment is a strong characterisation of our staff – we will expect you to maintain a low level of absence, a high level of punctuality and a smart and tidy appearance * Able to comply with the safeguarding children requirements of the post, including successful completion of an enhanced DBS Check |  |