THE ROSEDALE HEWENS ACADEMY TRUST

DRAFT

Person Specification

SUBJECT [CLASSROOM] TEACHER

Specification	Essential	Desirable
Qualifications	▪ Qualified Teacher Status or evidence of training that will lead to registration by the General Teaching Council.	▪ Evidence of on-going professional development specific to this field of specialist teaching and support.
Professional experience	▪ Successful teaching within the age range of the post. ▪ Successful teaching and support of bilingual learners together with evidence of raising standards of attainment. ▪ Experience of working as part of a team and contributing to the development of whole-College policies. ▪ Experience of partnership teaching and developing original learning resources. ▪ Evidence of successful teaching in a number of secondary schools across Key Stages Three, Four and Post 16. ▪ Experience and skills in strategies to promote positive behaviour management and social inclusion.	Experience in planning and managing the work of Teaching and Learning Associates/teaching assistants.
Knowledge	▪ A good understanding and overview of the National Curriculum together with up-to-date knowledge of the key skills programme and other forms of accreditation. ▪ Knowledge and understanding of current ethnic minority achievement issues and practical strategies to support bilingual learners who are recent arrivals to the country. ▪ Knowledge of the Special Educational Needs Code of Practice and its application. ▪ Knowledge of child protection guidelines and procedures.	▪ Interest in vocational and work-related learning opportunities.

Specification	Essential	Desirable
Skills and Abilities	▪ The ability to contribute to the writing of progress files. ▪ Good communication skills with students, parents and staff. ▪ The ability to contribute to parent/guardian/carer consultations. ▪ The ability to use a range of classroom management and teaching strategies. ▪ High standards and expectations. ▪ Knowledge and understanding of teaching and learning styles. ▪ The ability to challenge and support all students to achieve their potential. ▪ Understanding and competence in Information and Communication Technology. ▪ The ability to be flexible in adapting to different methods of lesson planning, work preparation, classroom organisation and codes of practice regarding behaviour management.	▪ The ability to demonstrate organisational and administrative skills appropriate to a role which involves contact with many other professionals and outside agencies.
Personal qualities	▪ Commitment to a broad and balanced education for all students. ▪ Clear vision, ability to think creatively, plan, monitor, evaluate and review. ▪ Talent for promoting positive relationships with all members of the College, colleagues within the Trust and wider community. ▪ Ability to work under pressure. ▪ Willingness to contribute to the wider life of the College and the Trust. ▪ Willingness to contribute to supervision duties out of lessons – at break time, lunch time, etc. ▪ Good record of attendance and punctuality. ▪ Professional standard of personal presentation and dress.	▪ Good sense of humour. ▪ Ambitious, potential for further promotion. ▪ Interests and experiences outside teaching – ability to sustain an equitable work/life balance.