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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)
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| **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
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| **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
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| **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
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| **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
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| **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
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| **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
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