

PERSON SPECIFICATION

The following characteristics are those that are demonstrated by our staff team on a daily basis. You are likely to possess most if not all. Whilst experience is always a good thing, it is not the most important aspect that we look for. The willingness to learn quickly, the drive and determination to find solutions and overcome problems, and to do this in a personable and team focussed manner, are far more important to us.

CHARACTERISTIC	DESCRIPTION
Qualified teacher status – (Teachers only)	Essential - QTS OR CURRENTLY ON TRACK AND EXPECTED TO PASS A PGCE, SCITT OR EQUIVALENT COURSE AS A NEW TEACHER
Job role experience (Teachers only)	Essential - the applicant has relevant (subject specific), and recent (within the last 5 years) experience of teaching in the UK state education system
NPQ or other additional qualification (Leaders only)	Desirable - You are likely to be able to demonstrate relevant evidence of seeking to improve your understanding and skill level
Adaptability	The willingness to operate outside of your comfort zone for the benefit of all. The willingness to 'go the extra mile.'
Resilience	The ability to maintain a positive outlook and to not be knocked off course, even if circumstances are particularly trying!
Reflective	The ability to continually consider how to improve your practice. We operate in a culture that seeks to look to ourselves and to adapt our own practice when something goes wrong.
Judgement	The ability to read nuance and make reasoned, fair, consistent and morally based judgements based on all of the available information.
Accountability	The desire to want to <i>hold yourself</i> to account for the very best results
Sense of Humour	To be able to smile and support colleagues in a cheery manner, even when you may not feel like it! We enjoy working with colleagues who bring levity to the staffroom.
Intellect	A keen and broad sense of knowledge and culture
Flexibility	The ability and willingness to take an alternative path when it may not be your first choice
Calm	The ability to demonstrate empathy and to be sensitive, but to be able to manage your emotions such that you continue to have a steady positive impact on others.
Industrious	A hard worker, a self-starter
Initiative	Producing solutions to problems prior to them being identified as problems
Solutions focussed	Always, always having a suggestion as to the next way forward.
Highly skilled	It will be accepted amongst your colleagues that you are among the very best at what you do
Excellent communicator (spoken and written)	The ability to write fluently and intelligently, demonstrating a mastery of the conventions of spelling, punctuation and grammar. The ability to speak and present confidently, winning others over in an engaging and personable manner.
Collaborator	You will enjoy working with others, sharing best practice to achieve the very best results for our students.
Team Player	You will be recognised as the first person who quietly steps in to help.
Confidence	You will have a self-belief that enables you to repeatedly deliver in what is a 'performance' role