**PERSON SPECIFICATION**

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|  | **Essential** | **Desirable** |
| **Experience** | * Proven track record of good / outstanding classroom practice * Experience in teaching current curriculum specifications * Proven track record of results * Experience of leading/managing a team or school project | * Line management of other staff |
| **Education and training** | * Qualified teacher status * Graduate: Good Honours Degree * Record of continuing professional development * Ability to teach at KS3 and KS4 | * Further   qualifications e.g. NPQs   * Microsoft Educator qualifications |
| **Knowledge** | * Knowledge and understanding of current GCSE specification, National Curriculum and current initiatives * Knows how to use data for target setting and improving performance * Understanding of key student groups including SEN and Disadvantaged and the barriers that these students face to learning * Good knowledge of pedagogy, how students learn and teaching and learning styles * Knowledge of effective assessment strategies * Sound understanding of OFSTED framework * Able to plan clearly and systematically in order to build on current and previous attainment of students | * Involvement in whole school initiative(s) |
| **Skills/Aptitude** | * Good classroom practitioner using effective behaviour management and a range of learning strategies * Excellent relationships with students, parents and colleagues * Ability to use data in educational improvement * Ability to inspire and motivate both staff and students * Ability to work effectively under pressure and meet tight deadlines * Creativity, energy and enthusiasm * Excellent records of punctuality, attendance and health * Adherence to professional code of conduct and dress * Willingness to research, draw upon and implement good practice from elsewhere * Flexibility and adaptability to change | * Able to offer contributions to whole school/extra-curricular activities |
| **Committed to:** | * Students continuing to study beyond Key Stage 4 * Raising the aspirations of all students. * Notion of continuous improvement in all aspects of school life * Inclusion and a positive “can do” approach to learning * Supporting other staff in terms of expectations and behaviour management * Vision and personal drive for the future of Inclusion * High level of student achievement/ progress in own teaching | * Flexible working practices/willingness to go that “extra mile” |
| **Teaching and learning** | * Excellent classroom teacher with embedded IT skills * Knowledge and experience of using wide variety of teaching and learning strategies across different Key Stages * Able to assess pupil performance and set targets for future attainment * Design, produce and share high quality learning schemes and resources * Have an exciting vision for the relevant faculty which can be shared and constantly enhanced |  |
| **Personal attributes** | * Excellent attendance and punctuality record * Always meets deadlines * Manage daily responsibilities and priorities * Able to work on own initiative as well as part of a team * “Professional” role model * High personal standards * Make informed decisions on a daily basis * Innovative and able to stimulate initiative in others * Recognition of the importance of personal commitment to the Trust’s ethos, aims and whole community. | * Ambitious |