SHIRELAND
COLLEGIATE ACADEMY TRUST

Person Specification

Category	Essential	Desirable	Method of Assessment
Physical	· Smart business-like appearance		Application Form
Qualifications	· Graduate · Qualified Teacher Status · Evidence of appropriate CPD related to teaching and learning.	·	Application Form and Interview
Experience	· Experience of managing a department	·	Application Form and Interview
Training	· Willing to participate fully in all relevant training, including training to support the postholder in their safeguarding responsibilities.	·	Application Form and Interview.
Special Knowledge	· Knowledge of the national curriculum and relevant schemes of work. · Understanding of how to develop skills and attributes in students. · Understanding of the assessment processes at KS3-KS5 and how to use these to support planning and raise student attainment. · Knowledge of a wide range of pedagogic approaches to ensure that all students are engaged. · Good knowledge and understanding of strategies for promoting good relationships with students and effective behaviour management techniques. · Excellent understanding of what constitutes effective teaching and learning.	· Ability to use and understand assessment data. · Familiar with effective learner progress intervention strategies. · The ability to teach psychology would be an advantage	Application Form and Interview

Disposition	• The capacity to consistently perform to a high level of success and act as a role model for other professionals. • Self motivated with an ability to use own initiative. • Well developed interpersonal and social skills. • A passion for education and making a difference. • Ability to meet deadlines. • Enthusiastic and always positive. • Use critical thinking, creativity and imagination. • Able and willing to scrutinise own practice and to make their practice accessible to others. • Believe they can improve on their previous best. • Commitment to safeguarding children and young people.	• Potential for promotion	Application Form and Interview.
Practical and Intellectual Skills	• Commitment to safeguarding children and young people. • Excellent communication skills orally and written. • Excellent use of ICT to make learning engaging and dynamic and to support assessment. • The capacity to make decisions based on sound judgements. • The capacity to form positive learning-centred relationships with other professionals.	• Evidence of innovative practice. • Successful experience of teaching students of all abilities.	
Legal Requirements	• Enhanced Disclosure and Barring (DBS) Check confirming the appointee is not on the Children's Barred list. • This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role.	•	

Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.