

## Person Specification

### Teachers and Support Staff

<b>Role:</b>	<b>Teacher of English</b>	
	<b>Essential Requirements</b>	<b>How Identified</b>
<b>Qualifications</b>	A good honours degree or equivalent in relevant subject. Qualified Teacher Status. GCSE English & Maths	Application
<b>Experience</b>	Experience/ability to teach English.	Application References Interview
<b>Training</b>	Awareness of Multi-Academy Trusts and Teaching Schools Safeguarding. Evidence of continuous professional development in a relevant subject.	Application Interview
<b>Knowledge, Skills and Ability</b>	A commitment to be an outstanding teacher. An excellent understanding of how to use data to monitor performance of students and intervene when necessary. An understanding of the need to reduce the gap between those who are disadvantaged and those who are not. An understanding of the Ofsted framework. An understanding of the benefits of collaborative planning and working as part of a Team. Up to date knowledge of examination specifications and use that knowledge to drive school bases assessments and prepare for examinations. Ability to develop and improve teaching, learning and achievement for all. To be able to implement intervention strategies which can deliver rapid improvement.	Application Interview
<b>Personal Circumstances</b>	Must be legally entitled to work in the UK (Asylum & Immigration Act 1996). Must have the ability to be flexible and work to the requirements of a busy school. Interest in the school's wider role in the community.	Application Interview
<b>Disposition and Attitude</b>	A passion for education and a deep-felt desire to make a difference for young people. To like young people and be liked by them. To possess educational vision underpinned by values. To operate in line with the seven principles of public life of selflessness, integrity, objectivity, accountability, openness, honesty and leadership. Humility: a recognition that the more you know, the less you know! Not being afraid to say 'I don't know'. Be emotionally intelligent: know when to direct, when to challenge and when not to; be able to inspire, present a positive perspective at all times; be able to listen and show awareness of other's sensitivities; to have personal pride and lead by example. Be happy to get your hands dirty. Don't ask people to do things you wouldn't do yourself. Understand the importance of work/ life balance. Enthusiastic, flexible, team player. Enjoy hard work and take constructive criticism. Desire for significant professional development.	Application Interview References
<b>Physical</b>	Resilient. Excellent attendance and punctuality.	References Interview
<b>Equality</b>	A commitment to, and evidence of, promoting diversity and equal opportunities within the Trust, the curriculum and employment practice.	Application



