

Wellspring Academy Trust – Beacon Academy

Lead Teacher Person Specification

		Essential / Desirable
Section	Information	
Education and Training		
	<ul style="list-style-type: none"> • Relevant Subject Degree 	E
	<ul style="list-style-type: none"> • Qualified Teacher Status 	E
Experience		
	<ul style="list-style-type: none"> • Successful experience of curriculum leadership 	E
	<ul style="list-style-type: none"> • Teaching experience 	E
	<ul style="list-style-type: none"> • Understanding of how whole Academy strategies can be used across the curriculum to raise standards 	E
Knowledge, Skills & Abilities		
	<ul style="list-style-type: none"> • Expert knowledge of the National Curriculum 	E
	<ul style="list-style-type: none"> • Understanding of high-quality teaching and learning strategies, and the ability to model this for others and support others to improve 	E
	<ul style="list-style-type: none"> • Understanding of how to design and develop a well-sequenced curriculum 	E
	<ul style="list-style-type: none"> • Understanding of assessment and data and how to use assessment data effectively 	E

	<ul style="list-style-type: none"> • Awareness of local and national organisations that can provide support with delivering the curriculum 	E
	<ul style="list-style-type: none"> • Ability to build effective working relationships with staff and other stakeholders, both orally and in writing 	E
	<ul style="list-style-type: none"> • Ability to enhance performance by motivating and developing staff, helping them acquire the skills to improve 	E
	<ul style="list-style-type: none"> • Ability to adapt teaching to meet pupils' needs 	E
	<ul style="list-style-type: none"> • Ability to build effective working relationships with pupils 	E
	<ul style="list-style-type: none"> • Knowledge of guidance and requirements around safeguarding children 	E
	<ul style="list-style-type: none"> • Good ICT skills 	E
	<ul style="list-style-type: none"> • Effective communication and interpersonal skills 	E
	<ul style="list-style-type: none"> • Ability to communicate a vision and inspire others 	E
	<ul style="list-style-type: none"> • Ability to deliver training effectively 	E
	<ul style="list-style-type: none"> • Ability to produce good quality written reports 	E
Personal Qualities		
	<ul style="list-style-type: none"> • High expectations for all pupils and belief in unconditional positive regard 	E

	<ul style="list-style-type: none"> • Commitment to upholding and promoting the ethos and values of the school • Commitment always to act with integrity, honesty, loyalty and fairness to safeguard the assets, financial integrity and reputation of the school • Ability to work under pressure and prioritise effectively • Emotional maturity and resilience dealing with challenging situations • Commitment to maintaining confidentiality at all times 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>
Additional Requirements		
	Operate with the highest standards of personal/professional conduct and integrity	E
	Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the Academy/Trust.	E
	Willing to undertake training and continuous professional development in connection with the post.	E
	Work in accordance with the Academy's/Trust's values and behaviours.	E
	Able to undertake any travel in connection with the post.	E
	Able to demonstrate sound understanding of equality/diversity in the workplace and services provided especially in the access to delivery of the education of pupils and of own non-discriminatory practice and attitude	E
	Satisfactory enhanced DBS disclosure to work in an environment dealing with young people	E



WELLSPRING

We Make A Difference

	Ability to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults	E
	A commitment to safeguarding and promoting welfare for all	E