**Person specification**

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| --- | --- | --- | --- |
| Attributes | Essential | Desirable | How Identified |
| Qualifications, Knowledge & Experience | **Qualifications:**   * Qualified Teacher Status * Good first degree in an appropriate specialism * Evidence of recent professional development * Good GCSE qualifications in English and Maths * Subject related A level   **Knowledge & Experience:**   * Demonstrable knowledge of how students make effective progress * Evidence of successfully raising attainment in the classroom * In-depth knowledge of the National Curriculum * Ability to use ICT in enhancing learning provision * Record of setting, expecting and maintaining high standards from students | Subject Specialist  Subject related  degree.    Experience of  inclusive provision  and practices which offer quality and opportunity.  Understanding of the latest educational research in relation to teaching and learning. | A/Q    A/I/T  A/I/R  A/I/R  A/I/R  A/I/R |
| Personal Qualities | * Child-focused, compassionate, kind and selfless * Commitment to and understanding of, the safeguarding of children and young people * High expectations of self and others * Energy, drive and resilience * Strong commitment to and passionate about improving learning for students * Ability to evaluate own performance and commitment to continually improving practice through appropriate professional development * A committed professional who is ambitious to further develop their career through a bespoke programme of CPD |  | A/I/R  A/I/R    A/I/T  A/I/T  A/I/T  A/R/T/I    A/I |
| Planning and Organisation | * Excellent classroom practitioner * Strong organisational and administrative skills * The ability to effectively implement change and evaluate its impact | Ability to contribute  to the wider  enrichment and  enhancement of  learning. | A/T/  A/I/T  I |
| Management & Teamwork | * Creativity, imagination and vision * Integrity, respect for others and discretion * A strong and supportive team player | Interest in  contributing to whole  school developments.  Willingness to contribute to extra-  curricular activities  and being involved in the school as a  community. | A/I/T  A/I  A/I |
| Communication and influence | * Strong interpersonal and communication skills * Ability to communicate effectively with staff, students and parents * Confidence and competence in using student achievement data * appropriately to support students | Ability to contribute to the wider enrichment of learners.  Ability to inspire others about the transformative power of education. | A/I  I/T  A/I/T  A/I/T |

**Key**

A = Application I = Interview P = Presentation

Q = Qualification certificates R = Reference T = Task