

**ATAM Academy Person Specification**  
**Teacher of English and Drama**

<b>Personal attributes required based on Job Description</b> <i>Essential requirements are those without which an applicant will not be considered for appointment.</i>	<b>Essential (E) or Desirable (D) Criteria</b>
<b>Qualifications</b>  1. Qualified Teacher Status 2. Qualified to degree level and beyond 3. Qualified to teach and work in the UK	E E E
<b>Experience</b>  1. Successful teaching experience in English and/or Drama 2. Evidence of team work and supporting colleagues effectively 3. Experience of successful organisation and administration 4. Good Awareness of current educational developments 5. Clear understanding of current issues related to the subject 6. Ability to plan and implement lessons effectively across all key stages 7. An understanding and commitment to the ethos of ATAM Academy. 8. Evidence of high level classroom skills. 9. Committed to the principles of inclusion. 10. Be able to instil the love of learning 11. Desire to contribute to extra-curricular clubs 12. Mastery of and enthusiasm for your subject.	E E E E E E E E E E E
<b>Knowledge</b>  1. Excellent and current knowledge, understanding and passion in effective behaviour management approaches and implementation. 2. Detailed knowledge of curriculum sequencing 3. Up to date knowledge of the General Data Protection Regulation and Safeguarding legislation. 4. Significant understanding of the responsibilities in promoting and safeguarding the welfare of students. 5. Full knowledge of the current Ofsted framework. 6. Knowledge and understanding of the use of data and key performance indicators in determining benchmarks to set school targets.	E  E E  E  E

<p><b>Skills and Abilities</b></p> <ol style="list-style-type: none"> <li>1. Ability to inspire and motivate staff, pupils and parents to achieve the aims of ATAM Academy.</li> <li>2. Excellent communication skills, both verbal and written, with the ability to negotiate and consult tactfully and effectively in order to achieve desirable outcomes.</li> <li>3. Excellent ability to make well-judged decisions based upon accurate analysis and interpretation of appropriate data or information.</li> <li>4. High level pro-active and creative thinking to anticipate issues, address problems and pursue opportunities.</li> <li>5. Strong resilience to secure successful outcomes.</li> <li>6. Readiness to seek and respond to advice and guidance.</li> <li>7. Excellent collaborative working skills to perform effectively as part of wider teams.</li> <li>8. People management skills, to lead by example.</li> <li>9. Determination to promote equality of opportunity throughout all aspects of academy life.</li> <li>10. Ability to set, expect and monitor excellent standards.</li> <li>11. Strong ability and drive to achieve challenging personal and organisational goals.</li> <li>12. Excellent ability to independently plan, organise and prioritise a busy workload and support other staff in doing this.</li> <li>13. The ability to work flexibly and respond to change on a daily basis.</li> <li>14. The ability to demonstrate professional behaviour at all times, remaining calm in potentially sensitive or difficult situations.</li> <li>15. The ability to achieve strong and positive working relationships and to use negotiation skills to achieve a successful outcome.</li> <li>16. The ability to use Microsoft Office at an excellent level.</li> <li>17. Dealing with matters confidentially and sensitively.</li> <li>18. The ability to act as a role model to encourage and promote non-discriminatory behaviour and sustain strong equality and diversity in the workplace.</li> <li>19. The ability to work as an effective team leader and ensure the involvement and commitment of all team members.</li> <li>20. Ability to use comparative data to inform school improvement, provision mapping and planning</li> <li>21. Ability to use assessment data to report on the impact of pupil premium funding</li> <li>22. Ability to lead and manage people to work effectively, both individually and in teams</li> <li>23. The ability to work with confidence and consistency to maintain trust and assurance in the reputation of the school and KAT.</li> </ol>	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>
<p><b>Other Attributes</b></p> <ol style="list-style-type: none"> <li>1. Evidence of continued professional development</li> <li>2. Display a commitment and support for the aims of Aspirations in all its academies</li> <li>3. Exhibit a belief in the values of aspirations and in the value of research in academy improvement</li> </ol>	<p>D</p> <p>E</p> <p>E</p>