



Rawlins Academy

Teacher Person Specification

Aspect	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ▪ Qualified Teacher Status ▪ A degree or equivalent 	<ul style="list-style-type: none"> ▪ Other relevant qualifications
Experience	<ul style="list-style-type: none"> ▪ Successful experience as a teacher (may be through teaching practice) 	<ul style="list-style-type: none"> ▪ Successful experience across 2 or 3 key stages
Working with People	<p>The ability to:</p> <ul style="list-style-type: none"> ▪ work effectively and productively with all pupils ▪ work harmoniously with colleagues in a team ▪ seek and accept advice and support, if needed ▪ work in partnership with parents ▪ deal sensitively with people and to resolve conflicts ▪ engender trust and respect 	<ul style="list-style-type: none"> ▪ A potential leader and manager with vision, commitment, and excellent people skills
Teaching and Learning	<p>The ability to:</p> <ul style="list-style-type: none"> ▪ demonstrate excellent classroom practice ▪ plan lessons effectively, following schemes of work ▪ use assessment to affect immediate improvement ▪ elicit high levels of achievement and performance ▪ promote good behaviour ▪ ensure fairness and consistency ▪ incorporate and exploit ICT as a learning aid ▪ use performance data efficiently and effectively 	
Knowledge and Understanding	<ul style="list-style-type: none"> ▪ Confident with the subject knowledge required ▪ Knowledge of the relevant KS3/4/5 curriculum ▪ Understanding of special needs and inclusion ▪ Appreciation of different styles of teaching and learning 	<ul style="list-style-type: none"> ▪ Fully conversant of relevant national and regional developments which may impact on teaching
Professional Development	<ul style="list-style-type: none"> ▪ Commitment to professional development ▪ Record of previous relevant professional development 	
Other Skills and Attributes	<ul style="list-style-type: none"> ▪ Clear commitment to Rawlins values and expectations ▪ Commitment to Christian ethos ▪ Commitment to enrichment activities ▪ Good interpersonal and communication skills ▪ Capacity for working under pressure and to deadlines ▪ Reliability ▪ Commitment to coaching ▪ Optimism, conviction and high expectations ▪ Excellent health and attendance record ▪ Administrative and organisational efficiency ▪ Competence in using ICT for all routine purposes ▪ Willingness to uphold and promote our Rawlins vision and values: <p>Developing Trust Inspiring Hope Building Success Shaping the Future Through: Compassion, Wisdom and Endurance Encapsulated in our motto: <i>Act wisely and make the most of every opportunity</i></p>	<ul style="list-style-type: none"> ▪ Capacity to take initiative and assume responsibility ▪ Capacity to contribute to the wider life of the Academy ▪ Potential for promotion

*Rawlins is committed to safeguarding and promoting the welfare and achievement of all young people.
All staff and volunteers must share this commitment.
This post is subject to an Enhanced Disclosure and Barring Service check.*