**Person Specification – Secondary Teacher**

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|  | **Essential** | **Desirable** |
| **Qualifications** | Qualified teacher statusGood Degree (or equivalent) in a relevant subjectEvidence of committing to Continuing Personal Development | Additional educational qualification(s)Evidence of continuous INSET and commitment to further personal development |
| **Relevant experience** | Proven ability to demonstrate **good teaching** ensuring all students make excellent progressSuccessful and relevant secondary teaching experienceExperience and understanding of a range of **assessmen**t techniques to maximise student progressInvolvement in the preparation for and administration of assessment including end of key stage assessments in at least one key stageProven ability to manage **behaviour** both within class and throughout the schoolExperience of **monitoring** and giving accurate feedback to colleagues, including observation of teaching resulting in improved outcomes. | Successful class teaching experience across more than one key stageInvolvement in the preparation for and administration of assessment including end of key stage assessments in more than one key stage |
| **Knowledge and understanding** | Clear understanding and detailed **knowledge of current curriculum and assessment** requirements and developmentsUnderstanding of relevant **equal opportunities, health and safety and safeguarding** guidance and legislation, and with commitment to keeping up to date with legislative changes affecting schoolsKnowledge of the regulations around safeguarding and how to address any issues that might ariseKnowledge of good practice guidelines to form and maintain appropriate relationships and personal boundaries with children and young peopleBe able to demonstrate emotional resilience in working with children and colleagues |  |
| **Skills and aptitudes** | Excellent **organisational** **and time management skills** Proven ability to **motivate, inspire and manage** staff and studentsAbility to **communicate effectively** both orally and in writing with a variety of audiencesAbility to develop **positive working relationships** with students, parents, staff, Governors and local communityAbility to listen and respond to othersSuccessful experience of working with parents as partners in their child’s educationProven ability to meet deadlines and be punctualIs trustworthy, caring and kindIs approachable, but able to set appropriate personal and professional boundariesIs creative, flexible and open to new ideasDemonstrate a strong desire to achieve the highest possible level of educational achievement for each student in the school | Ability to report to and work with other stakeholders such as Governors, the LA and other external advisors or agenciesAbility to manage change, involving and consulting students, parents, staff, Governors and others |
| **Special Requirements** | Enhanced DBS clearanceCompliance with all School and Trust policies |  |