PERSON SPECIFICATION

Tupton Hall School
REDHILL ACADEMY TRUST

This person specification is used when appointing all **teachers** to any teaching post at Tupton Hall School. The person appointed must: -

- be a qualified teacher.
- have appropriate expertise in the subjects specified in the job description across the age and ability range in the school.
- demonstrate a liking and respect for young people and have an understanding for their changing development needs.
- demonstrate awareness and understanding of recent and current educational changes and their implications for their subject teaching.
- have an understanding and appreciation of the breadth of the curriculum.
- be able to work hard (but with a sense of proportion) in all that you do.
- be able and willing to work as a member of a team and to lead a team when appropriate.
- be able to accept advice and give advice when appropriate.
- be capable of establishing good relationships with others.
- demonstrate the ability to communicate effectively, organise efficiently, prepare briefing papers, lead and contribute to discussions and meetings.
- have an awareness of the needs for staff professional development and ideas for meeting these needs.
- be able to identify personal targets and evaluate one's own performance.
- be prepared to support the aims of the school and participate in the achievement of the targets in the school's development plans.
- actively participate in the delivery of the pastoral curriculum including giving support to the planning and implementation of the form tutor led personal and social education development programme.
- be willing to participate in extra-curricular activities within the school.
- be willing to support and participate in agreed whole school activities.

See below for posts involving leadership and management responsibilities

PERSON SPECIFICATION

Tupton Hall School
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The following additional person specification is used when appointing teachers to a post with **responsibility** at Tupton Hall School.

The person appointed must: -

- have gained appropriate experience and professional development to prepare themselves for the post.
- have appropriate management, inter-personal and leadership skills.
- be eager to accept further responsibility and be able to lead and inspire a group of staff through challenging and demanding developments.
- assume line and personnel management responsibility for an appropriate group of staff.
- have a sense of vision and direction of purpose and be able to able to communicate that vision effectively to others.
- be able to initiate developments and manage the subsequent change.
- have a clear view of their own professional and career development.
- be aware of the development needs of their team of staff, taking regular and appropriate action in response to those needs.
- be prepared to accept significant responsibility for the implementation of the school development plan and be able to manage the activities of their team of staff in the achievement of the targets within that development plan.
- be able to evaluate the work of their area including the work of their colleagues and lend support as appropriate.