

**Person Specification – Secondary Teacher**

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|  | **Essential** | **Desirable** |
| **Qualifications** | Qualified teacher status    Good Degree (or equivalent) in a relevant subject    Evidence of committing to  Continuing Personal Development | Additional educational  qualification(s) |
| **Relevant experience** | Proven ability to demonstrate **good teaching** ensuring all learners  make excellent progress    Successful and relevant secondary teaching experience    Experience and understanding of a range of **assessmen**t techniques to maximise learner progress    Involvement in the preparation for and administration of assessment including end of key stage assessments in at least one key stage    Proven ability to manage **behaviour** both within class and throughout the academy    Experience 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 stage    Involvement 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 developments    Understanding of relevant **equal opportunities, health and safety and safeguarding** guidance and legislation, and with commitment to keeping up to date with legislative changes affecting academy |  |

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|  | Knowledge of the regulations around safeguarding and how to  address any issues that might arise    Knowledge of good practice guidelines to form and maintain appropriate relationships and personal boundaries with children  and young people    Be 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** colleagues and learners    Ability to **communicate effectively** both orally and in writing with a variety of audiences    Ability to develop **positive working relationships** with learners,  parents, colleagues, Governors and local  community    Ability to listen and respond to others    Successful experience of working with parents as partners in their child’s education    Proven ability to meet deadlines and be punctual    Is trustworthy, caring and kind    Is approachable, but able to set appropriate personal and  professional boundaries    Is creative, flexible and open to  new ideas    Demonstrate a strong desire to achieve the highest possible level of educational achievement for  each learner in the academy | Ability to report to and work with other stakeholders such as Governors, the LA and other external advisors or  agencies      Ability to manage change, involving and consulting learners, parents, colleagues,  Governors and others |
| **Special Requirements** | Enhanced DBS clearance  Compliance with all Academy and  Trust policies |  |