**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 |   |