Cockshut Hill School
SUMMIT LEARNING TRUST

Person Specification – Secondary Teacher

	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) Evidence of continuous INSET and commitment to further personal development
Relevant experience	Proven ability to demonstrate **good teaching** ensuring all students make excellent progress Successful and relevant secondary teaching experience Experience and understanding of a range of **assessmen**t techniques to maximise student 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 school 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 schools 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** staff and students Ability to **communicate effectively** both orally and in writing with a variety of audiences Ability to develop **positive working relationships** with students, parents, staff, 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 student in the school	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 students, parents, staff, Governors and others
Special Requirements	Enhanced DBS clearance	

	Compliance with all School and Trust policies	