



### Person Specification - Teacher with responsibility

Attributes	Essential	Desirable
<b>Qualifications &amp; Training</b>	Qualified Teacher Status Degree Level Qualification + Secondary PGCE or QTS Qualification for the Secondary Phase	Evidence of: High academic achievement Evidence of ongoing professional development Willingness and desire to undertake further professional development and training
<b>Professional Knowledge</b>	Evidence of: Experience of planning and teaching Secondary Curriculum	Evidence of: Knowledge of recent initiatives and issues in education Using ICT as a curriculum tool to improve standards
<b>Teaching Skills</b>	Evidence of: Experience of teaching to a high standard The ability to promote good progress and outcomes by pupils The ability to manage behaviour effectively to ensure a good and safe learning environment The ability to demonstrate good subject and curriculum knowledge ICT competent An ability to make accurate and productive use of assessment	Evidence of: Having an extensive knowledge and well informed understanding of a range of learning, teaching and behaviour management strategies A creative and constructively critical approach towards innovation; being prepared to adapt their practice where benefits and improvements are identified Experience of teaching with excellent classroom practice and outcomes
<b>Leadership qualities:</b>	Evidence of: The ability to lead, develop and enhance a team. The ability to lead, manage and be responsible for initiatives/developments. The ability to make informed use of assessment, information and data to raise achievement. Consistently high expectations of self and others, especially departmental colleagues and students.	Evidence of: The ability to anticipate problems and identify opportunities. The ability to manage resources available to the department including funding and human resources. High-level communication and presentation skills applicable to a range of audiences.

<b>Professional Attributes</b>	Evidence of: Positive values and attitudes and adopt high standards of behaviour in a professional role Genuine commitment to high quality teaching A commitment to equal opportunities and inclusion	Evidence of: Supporting colleagues when needed Mentoring junior colleagues
<b>Personal Skills</b>	Evidence of: Highly effective communication skills with both children and adults,	Evidence of: Effective ICT skills Proven track record of successful
	including parents/carers An ability to identify, focus on and work towards achieving key objectives Highly effective time management skills and an ability to meet deadlines and work under sustained pressure Unswerving commitment to implementing whole school/staff policies relating to the safeguarding of children.	Teamwork Contributing to the professional development of colleagues e.g. through coaching, mentoring, providing effective feedback, or the delivery of INSET Involvement in School Improvement Planning processes
<b>Notes</b>	The above will be details will be evidenced by a variety of means including: Application Form Letter of Application References Interviews	