

**Person Specification**  
**Teachers and Support Staff**

<b>Role:</b>	<b>Teacher</b>	
	<b>Essential Requirements</b>	How Identified
<b>Qualifications</b>	A good honours degree Qualified Teacher Status	Application
<b>Experience</b>	Experience in teaching across the ability range at all stages	Application References Interview
<b>Training</b>	Completion of PGCE or equivalent teacher training Relevant INSET Awareness of Multi-Academy Trusts and Teaching Schools	Application Interview
<b>Knowledge, Skills and Ability</b>	A talented teacher An excellent understanding of how to use data to monitor performance and intervene when necessary A clear vision for school improvement An understanding of the Ofsted framework An understanding of what makes an outstanding secondary school An understanding of how to develop collaborative model of practice	Application Interview
<b>Personal Circumstances</b>	Must be legally entitled to work in the UK (Asylum & Immigration Act 1996) Must have the ability to be flexible and work to the requirements of a busy school Interest in the school's wider role in the community	Application Interview
<b>Disposition and Attitude</b>	A passion for education and a deep-felt desire to make a difference for young people. To like young people and be liked by them To possess educational vision underpinned by values To operate in line with the seven principles of public life of selflessness, integrity, objectivity, accountability, openness, honesty and leadership. Humility: a recognition that the more you know, the less you know! Not being afraid to say 'I don't know'. Be emotionally intelligent: know when to direct, when to challenge and when not to; be able to inspire, present a positive perspective at all times; be able to listen and show awareness of other's sensitivities; to have personal pride and lead by example. Be happy to get your hands dirty. Don't ask people to do things you wouldn't do yourself. Understand the importance of work/ life balance. Enthusiastic, flexible, team player. Enjoy hard work and take constructive criticism. Desire for significant professional development.	Application Interview References
<b>Physical</b>	Resilient Excellent attendance and punctuality.	References Interview
<b>Equality</b>	A commitment to, and evidence of, promoting diversity and equal opportunities within the Trust, the curriculum and employment practice.	Application Interview