PERSON SPECIFICATION

**Post Title: Teacher - Secondary**

**Reporting to: Assistant Principal**

**Scale: MPS/UPS**

**Disclosure Level: Enhanced**

**Contract: Permanent**

**Qualification Criteria**

* Qualified to degree level and above
* Qualified to teach and work in the UK.

**Experience**

* Experience of raising attainment in the classroom environment
* Experience of reflecting on and improving teaching practice to increase student achievement
* Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.
* Evidence of impact at a departmental or whole school level (desirable).

**Knowledge**

* Up to date knowledge of the English curriculum and the 9-1 GCSE specifications.
* Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

**Behaviours**

**Leadership**

* Ambitious and resilient
* Effective team worker and leader
* High expectations for accountability and consistency
* Genuine passion and a belief in the potential of every student
* Motivation to continually improve standards and achieve excellence
* Effective listening skills that lead to a strong understanding of others
* Commitment to the safeguarding and welfare of all pupils.

**Teaching and Learning**

* Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice
* Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards
* Experience of teaching across the 11-16 range
* Thinks strategically about classroom practice and tailoring lessons to students needs
* Understands and interprets complex student data to drive lesson planning and student attainment
* Good communication, planning and organisational skills
* Demonstrates resilience, motivation and commitment to driving up standards of achievement
* Acts as a role model to staff and students
* Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

**Other**

* Commitment to equality of opportunity and the safeguarding and welfare of all pupils
* Willingness to undertake training
* This post is subject to an enhanced DBS and barred list check.