



## Person Specification: Teacher

### ***Qualification Criteria***

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

### ***Experience***

- Experience of raising attainment in a range of classroom environments.
- Experience of reflecting on and improving teaching practice to increase student progress and achievement.
- Experience of working as part of an effective team.
- Evidence of continually improving the teaching and learning in their subject through contributing to the development of schemes of work.

### ***Knowledge***

- Outstanding subject knowledge for teaching.
- Up to date knowledge of developments in the curriculum area.
- Understanding of the strategies needed to establish consistently high expectations and raise aspirations; to improve student outcomes; and develop behaviour that results in students being able to learn, as well as contribute positively to their academy community.

### ***Behaviours***

#### **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.
- Thinks strategically about classroom practice and tailoring lessons to students' needs.
- Understands and interprets complex student data to drive lesson planning and student progress and 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.
- Ability to report on student progress to team leader, other staff and parents.

#### **Team working**

- Effective team worker.
- High expectations for accountability and consistency.
- Genuine passion and a belief in the potential of every student.
- Motivation to work as part of a team to continually improve standards and achieve excellence.
- Effective listening skills that lead to a strong understanding of others within the team.
- Commitment to the safeguarding and welfare of all students.



## ***Collaboration – within and beyond the team***

- Commitment to working with others within their team and within their academy as well as across the Trust to improve practice through learning with and from each other.
- Commitment to working with others so that students have an outstanding experience that enables them to aspire and become the very best they can be.
- Commitment to working together to ensure equality of opportunity and the safeguarding and welfare of all students.

This post is subject to an enhanced Disclosure and Barring Service check.