

PERSON SPECIFICATION

JOB TITLE: Teacher

DEPT/SERVICE: Education

UNIT/SECTION: Cloughwood Academy

CRITERIA	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Education Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status. • Degree in subject to be taught. 	<ul style="list-style-type: none"> • Further specialism training. • Higher degree or further qualification. • SEMH training/SEN 	Application
Teaching and Experience	<ul style="list-style-type: none"> • Evidence of successful teaching at KS 3 and 4. • Development/management of a subject/aspect of the curriculum. • Range of accreditation – GCSE, Entry Level etc. 		Letter Interview
Professional Knowledge, Skills and Competencies	<ul style="list-style-type: none"> • Excellent subject knowledge. • Understanding of NC and QCA Schemes of Work. • Teach to a range of teaching and learning styles. • Working knowledge of the National Literacy and Numeracy frameworks and the KS3 Strategy. • Experience of Individual Learning Plans. • Planning of schemes and cross- curricular leadership. • Competence in teaching students with a wide range of abilities, using differentiation to maximise learning potential. • Ability to use ICT to support teaching. • Commitment to equality of opportunity. 	<ul style="list-style-type: none"> • Extra curricular activities/after school clubs. • Be aware of and understand the Child Protection process and demonstrate an understanding of safeguarding guidance. 	Letter Interview Letter Interview Letter Letter

<p>Personal Attributes</p>	<ul style="list-style-type: none"> • Confident. • Can use initiative. • Good communicator. • Problem solver – written and oral ability to think on one’s feet. • Be an excellent role model and lead by example. • Enthusiasm and love of subject. • Excellent health, attendance and punctuality record. • Resilient/Adaptability • Good sense of humour. • Desire to work with SEMH students. • Desire to make a difference. • Ambitious. • Always striving for excellence. • A motivator – can inspire confidence in students to enable them to achieve optimally. 	<ul style="list-style-type: none"> • Can work under pressure. • Interest in developing colleagues/leading by example. • Desire to progress professionally and take responsibility. 	<p>Interview</p> <p>Letter</p> <p>Application Reference</p> <p>Interview</p> <p>Interview Reference</p>
<p>Professional Attributes</p>	<ul style="list-style-type: none"> • Excellent classroom practitioner. • Excellent behaviour manager. • Ability to write short, medium and long term plans. • Sound knowledge of tracking pupils’ progress across the curriculum. • Well organised. • Good interpersonal skills. • Knowledge of ECM and progressing the agenda. • Can meet deadlines. • Keen to make an educational impact. • Knowledge of how Students learn. • Desire to learn about SEN issues. • Self-motivated learner. 	<ul style="list-style-type: none"> • Be a form tutor. 	<p>Letter</p> <p>Letter/Interview</p> <p>Interview</p> <p>Interview Letter</p> <p>Letter Reference Interview</p> <p>Letter/Interview</p>

	<ul style="list-style-type: none"> • Committed to CPD and collegiate working. • Ability to use attainment and progress information to improve teaching and learning. • Commitment to school aims. • Ability to value student work/achievements through top quality display work. • Analytical and reflective practitioner 		<p>Letter/Interview</p> <p>Reference Letter</p> <p>Interview</p>
<p>Philosophy and Commitment</p>	<ul style="list-style-type: none"> • Understand and be committed to inclusive education. • Fully support a non-excluding, pro-active ethos. • Commitment to high standards and continuous improvement. • Be willing to train in physical intervention and de-escalation techniques. • Demonstrate a desire to make a difference to the lives of students who otherwise would be excluded from the mainstream system. • Have a desire to improve the life chances of underprivileged students. • Relish a challenge 		<p>Interview</p> <p>Interview</p> <p>Letter</p> <p>Interview</p> <p>Interview</p> <p>Interview</p>