

## Person Specification

<b>JOB TITLE:</b>	<b>Teacher KS3 Vulnerable Learners</b>
<b>DATE:</b>	<b>September 2020</b>
<b>STATUS:</b>	<b>FINAL</b>

<b>CRITERIA</b>	<b>Essential/ Desirable</b>	<b>Application</b>	<b>Tasks</b>	<b>Interview</b>	<b>Vetting checks</b>
<b>Knowledge and qualifications</b>					
1. Qualified teacher status	E	✓			✓
2. Relevant post-qualification CPD	D	✓		✓	
3. Evidence of personal commitment to lifelong learning	E	✓		✓	
4. Up-to-date knowledge and understanding of national and local education thinking and research relating to e.g. vulnerable learners, transition, curriculum development	E		✓	✓	
5. Thorough understanding of how young people learn and the core features of an effective curriculum	E		✓	✓	
<b>Experience</b>					
6. Successful track record as a teacher that demonstrates high quality teaching and learning and positive impact on learner outcomes	E	✓			✓
7. Previous experience of Primary teaching or understanding of how young people learn at KS2	D	✓		✓	✓
8. Experience of working collaboratively with peers across own school to achieve shared priorities	E	✓			✓
9. Experience of successfully developing, coaching and/or mentoring colleagues	E	✓		✓	✓
10. Has led or contributed to research or projects to improve own school	D	✓		✓	✓
11. Experience of engaging with a range of stakeholders	D	✓			✓
<b>Skills and competencies</b>					
12. Able to contribute to the leadership and management of the team and take responsibility for key priorities and outcomes	E			✓	
13. Demonstrates behaviours consistent with the trust's values: Aspirational, Collaborative, Inclusive, Innovative, Responsible	E		✓	✓	
14. Models good practice and leads by example with integrity, positivity, creativity, resilience and clarity	E		✓	✓	
15. Able to engage colleagues and support professional development, coaching and mentoring across the academy	E			✓	
16. Demands ambitious standards and high expectations for all learners	E		✓	✓	

CRITERIA	Essential/ Desirable	Application	Tasks	Interview	Vetting checks
17. Effectively manages own behaviour and relationships with others to provide appropriate support and challenge	E		✓	✓	
18. Initiative, commitment and the courage to champion and challenge on behalf of our most vulnerable learners	E	✓	✓	✓	
19. Effective oracy and written communication skills for a range of audiences	E		✓	✓	
20. Ability to safeguard and promote the welfare of children including motivation to work with children, forming and maintaining appropriate relationships and personal boundaries with children and young people, emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline	E			✓	✓
<b>Other</b>					
21. No disclosure about criminal convictions, barring or misconduct that is considered to make the candidate unsuitable for this particular role	E	✓		✓	✓
22. No concerns about medical fitness or attendance that is considered to make the candidate unsuitable for this particular role	E				✓