Person Specification:

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|  | **Essential** | **Desirable** | **Method of Assessment** |
| **Qualification** | * Qualified Teacher Status * Degree in subject area or related discipline * Recent and relevant professional development |  | Application form  Selection Process  Pre-employment checks |
| **Experience** | * Proven effective classroom practitioner * Implementation of strategies to effectively build positive relationships and manage behaviour * Analysis of performance using data sets and qualitative data and application to improve outcomes * Active contribution to improvement of practice and outcomes * Multi agency approaches to support children and families | * Performance management of staff * Encouraging participation form parents and carers * Restorative approaches | Application form  Selection Process  Pre-employment checks |
| **Skills / Knowledge** | * Current knowledge of developments in secondary education Proven ability to motivate, enthuse and inspire colleagues and children * Strong organisational and planning skills * Ability to undertake self-evaluation and identify and implement actions for improvement * Strong communication and interpersonal skills * Excellent written and communication skills * Knowledge of the factors that inhibit learning * Ability to differentiate lessons and provide personalised learning plans for individual children | * Ability to use a range of ICT programmes to support learning * Knowledge of SEND agenda | Application form  Selection Process  Pre-employment checks |
| **Personal Qualities** | * Access to a car or means of mobility support (if driving then must have a current valid driving licence and appropriate insurance). * Positive and nurturing attitude towards young people * Ability to establish positive relationships with young people whilst establishing clear boundaries and expectations * Commitment to inclusive education * High aspirations for children and young people * Commitment to equality and safeguarding of children * Ability to work under pressure and meet deadlines |  | Application form  Selection Process  Pre-employment checks |