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 formSelection ProcessPre-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 formSelection ProcessPre-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 formSelection ProcessPre-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 formSelection ProcessPre-employment checks |