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PERSON SPECIFICATION

Post title:	Teacher of English (Maternity Cover)
Academy:	Sedgefield Community College
Reporting to:	Senior Leader
Salary/pay range:	Teacher Main Pay Scale / Upper Pay Scale
Hours of work:	Full time

The successful candidate will meet the criteria detailed within this person specification. The listed criteria will form the basis of the selection process. Applicants should address all elements of the person specification, indicating experience and where appropriate, citing supporting examples within their application.

Qualifications & Training	Essential	Desirable	How Identified
Qualified Teacher Status (QTS)	X		Application
A degree qualification in the relevant or a related subject/field	X		
Evidence of continuing professional development	X		
Personal Attributes	**Essential**	**Desirable**	**How Identified**
Are highly **ambitious** for self and organisational growth	X		Application Interview Task
Are **brave** in leadership decision making, being innovative and forging new paths	X		
Are **curious** to identify solutions based on rigorous evidence and research	X		
Are **determined** to overcome obstacles and resilient in the face of challenge	X		
Are open minded to bringing about **extraordinary** change which may challenge the norm	X		
Are **fast** and nimble to address emerging needs and underperformance	X		
Are **good**, moral, truthful and treat others with respect	X		
Knowledge & Experience	**Essential**	**Desirable**	**How Identified**
Experience of quality teaching and learning within a school setting	X		Application Interview Task
Knowledge and experience that equip the candidate to teach English in Key Stage 3 and Key Stage 4	X		
Excellent subject knowledge and current curriculum developments	X		

Experience of proactive parental engagement to foster pupil success		**X**	
Experience of preparing students for examinations and of raising student attainment and progress		**X**	
Skills	**Essential**	**Desirable**	**How Identified**
Demonstrate a clear understanding of the elements that contribute to effective teaching and learning and the ability to plan and deliver lessons accordingly	**X**		**Application Interview Task**
Effective classroom management skills	**X**		
Ability to work collaboratively with colleagues, students and parents	**X**		
Strong organisational and time management abilities, with the capacity to handle multiple priorities	**X**		
Enthusiastic, flexible and proactive approach	**X**		
Equal Opportunities	**Essential**	**Desirable**	**How Identified**
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	**X**		**Application Interview Task**
Committed to equal opportunities policies relating to gender, race and disability in an educational context	**X**		
Safeguarding	**Essential**	**Desirable**	**How Identified**
Committed to the protection and safeguarding of children and young people	**X**		**Application Interview Task**
Demonstrate up to date knowledge of relevant legislation and guidance in relation to working with young people	**X**		