

The Oak Tree Academy CLASSROOM TEACHER

Person Specification

- Elements required to undertake the job are provided under specific headings. Each element is essential or desirable as indicated by an E or D in the "E/D" column.
- How the evidence will be tested is indicated under the remaining columns.

CODE:

E/D:- Essential or Desirable

A:- Application Form

I:- Interview/Presentation

R:- References

A	TRAINING AND QUALIFICATIONS	E/D	A	I	R
1	Qualified Teacher Status	E	√		
2	Degree (or equivalent)	E	√		
3	Evidence of recent professional development	E	√		
4	Higher Degree or Post graduate curriculum or leadership qualification	D	√		

B	EXPERIENCE OF TEACHING AND SCHOOL LEADERSHIP	E/D	A	I	R
1	Successful teaching experience across the primary age range	E	√	√	√
3	Support the development, in partnership with others, a strategic vision for the school	E	√	√	√
4	Effective financial and resource management skills	D	√		√
5	Able to identify the need for change through self evaluation methods and implement this successfully	E	√	√	√
6	Leadership qualities to motivate and inspire others	D	√	√	√
7	Experience of successful whole school action planning and implementation	D		√	√
8	Experience within a school which is multicultural and multi faith	D	√	√	√
9	Experience of working in partnership with Governors, staff, parents, pupils, multiagency partners and wider community	D	√	√	√

C	PROFESSIONAL KNOWLEDGE AND UNDERSTANDING	E/D	A	I	R
1	A clear understanding of what constitutes good practice in delivering inclusive education	E	√	√	√
2	Has a sound knowledge of strategies to enhance teaching and learning opportunities within the school	E	√	√	√
3	A clear commitment to sharing excellent practice including leading CPD	D	√	√	√
4	Knowledge of local and national policies, priorities and statutory frameworks, particularly those relating to Academies.	D	√	√	√
5	Evidence of knowledge and understanding of risk management	E	√	√	
6	Appropriate behaviour and attitude towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"> ▪ motivation to work with children and young people ▪ ability to form and maintain appropriate relationships and personal boundaries with children and young people ▪ emotional resilience in working with challenging behaviours ▪ constructive attitude to use of authority and maintaining discipline 	E	√	√	√

D	PERSONAL SKILLS & ATTRIBUTES	E/D	A	I	R
1	A profound commitment to the ethos of the Academy and the maintenance of excellent standards.	E	√	√	√
2	A commitment to equality and diversity	E	√	√	√
3	High standards of integrity and a positive role model for pupils and staff and other key stakeholders	E		√	√
4	Ability to be creative and innovative	D	√	√	√
5	A range of leadership skills to develop productive relationships and high performing team work	D	√	√	√
6	Communicates well orally and in writing at all levels and with all audiences	E	√	√	√
7	Good self management, to include time management, working under pressure and to deadlines	E	√	√	√
8	Excellent ICT and interpretation skills	D	√	√	√

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Criminal Records Bureau
2	Additional criminal record checks if applicant has lived outside the UK No disclosure about criminal convictions or safeguarding concern that makes applicant unsuitable for this post.
3	Medical clearance
5	Two references from current and previous employers (or education establishment if applicant not in employment)