

HENLOW CHURCH OF ENGLAND ACADEMY

Person Specification – Unqualified Teacher

KEY CRITERIA	ESSENTIAL	DESIRABLE	IDENTIFIED BY:
Education & Qualifications	<ul style="list-style-type: none"> Degree at least 2:1 	<ul style="list-style-type: none"> Relevant Degree (Mathematics or related) 	<ul style="list-style-type: none"> Application Form and Verification
Professional Experience	<ul style="list-style-type: none"> Ability to work collaboratively with teachers and others Excellent interpersonal skills with the ability to communicate effectively with pupils, parents/carers and appropriate agencies Meticulous record keeping skills Ability to take responsibility and work with autonomy and initiative within set boundaries Good written communication skills The ability to use ICT effectively to support learning and teaching and the performance tracking of pupils Good time management skills with the ability to prioritise and multi-task Have high expectations of pupil attendance, performance and behaviour Manage behaviour effectively and support the class teacher in doing so Recognise the role that parents, carers, families play in helping children succeed and thrive. 	<ul style="list-style-type: none"> Understanding and application of strategies to raise standards across the ability range through effective teaching and learning Sensitivity to the learning needs of all pupils Demonstrate understanding of using comparative data, together with information about pupils' prior attainment to establish benchmarks and set targets for improvement 	<ul style="list-style-type: none"> Application Form References

Professional Knowledge, Skills and Understanding	<ul style="list-style-type: none"> • The ability to maintain a current knowledge of your subject area, behaviour management philosophies and teaching and learning developments including local and national developments and initiatives • The ability to inspire, enthuse and motivate pupils • Good classroom management to encourage positive behaviour • Ability to prioritise, plan, lead and organise the work of this curriculum subject • Monitor, evaluate and review your lesson planning and the progress of your pupils • Demonstrate application of information and communication technology to the development of learning and teaching in the subject • Demonstrate creative problem solving and good communication skills • Ability to work collaboratively or on own initiative; • Time management skills and a capacity for hard work and an ability to prioritise effectively with good administrative skills • The ability to think creatively and imaginatively to anticipate and solve problems and identify opportunities • Enthusiasm and a good sense of humour <ul style="list-style-type: none"> ▪ Listen and act upon advice and work collegially ▪ Express your own ideas and opinions 	<ul style="list-style-type: none"> • Experience of leading within your area of expertise at local level • Evidence of the innovative use of ICT in your subject area • Evidence of having led a successful initiative or having solved a problem 	<ul style="list-style-type: none"> ▪ Application Form ▪ References ▪ Selection Process ▪ Interview
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	<ul style="list-style-type: none"> ▪ Have high expectations of pupil attendance, performance and behaviour ▪ Manage behaviour effectively and support others in doing so ▪ Maintain a caring and supportive class, department, year and school environment ▪ Recognise the role that parents, carers and families play in helping children succeed and thrive. ▪ Use data effectively to compare pupil performance (for example but not exclusively pupil tracking and value-added measures) 	<ul style="list-style-type: none"> ▪ Experience of working with a variety stakeholders and outside agencies to support the attendance, behaviour, attainment and achievement of pupils ▪ Experience of having worked with parents to challenge and support their children ▪ Experience of raising pupils' and staff aspirations and performance ▪ Experience of improving a school's results to achieve outstanding levels of pupil performance 	
Personal Qualities and Philosophy	<ul style="list-style-type: none"> ▪ Flexibility and ability to prioritise ▪ Self-motivation and self-reliance ▪ Commitment to the post, your subject, your own professional development and the Henlow Church of England Academy ethos and ideals. ▪ Commitment to excellence in learning and teaching and experience of sharing good practice 	<ul style="list-style-type: none"> ▪ Enthusiasm for teaching and commitment to enrichment activities • Experience of having developed and led a successful team. ▪ Commitment to the professional development of staff 	<ul style="list-style-type: none"> ▪ Application ▪ References ▪ Interview

	<ul style="list-style-type: none"> ▪ Commitment to working effectively with parents/carers, external partners and other agencies and schools to support the learning of children to define and realise the school's vision ▪ Commitment to our local community and improving the life chances of the pupils in our community • Ability to work cooperatively as a positive team member and leader. ▪ Willingness to embrace change and new ideas in an evolving team. ▪ Ability to find innovative solutions to problems/issues. ▪ Commitment to inclusion 	<ul style="list-style-type: none"> ▪ Experience of having worked successfully with parents/carers and/or agencies to improve pupil outcomes in your subject • Experience of having led a change initiate. • Experience of having solved a problem with a pupil issue 	
Other factors, skills and Knowledge	<ul style="list-style-type: none"> ▪ A well-presented letter ▪ Excellent communication skills ▪ A commitment to the philosophy and aims of Henlow Church of England Academy. ▪ Full DBS clearance 	<ul style="list-style-type: none"> ▪ Involvement in the full life of the school ▪ A positive, "can-do" approach with colleagues and pupils 	<ul style="list-style-type: none"> ▪ Application ▪ Interview ▪ DBS check