

## Early Career Teachers

### Person Specification

All candidates should demonstrate how well their qualifications and experience, personal qualities, skills, professional knowledge and understanding of safeguarding meet the requirements of the person specification.

#### Qualifications and experience

##### Candidates should have:

- Qualified Teacher Status (QTS);
- qualifications equivalent to a degree level;
- experience across the appropriate age range(s);
- evidence of collaborative working with colleagues, parents, Governors and local stakeholders.

#### Personal qualities

##### Candidates should:

- Demonstrate a passion for teaching and learning;
- be caring and empathetic towards pupils, able to be firm, fair and consistent;
- be a teacher who has a flexible approach to work who enjoys being a good team member (enthusiastic, dynamic and resilient);
- be calm under pressure and willing to be flexible if necessary;
- have good communication skills both orally and in writing, with a wide variety of stakeholders;
- have good organisational skills and be able to manage own work load and time effectively;
- have good interpersonal skills, with the ability to enthuse & motivate others & develop effective partnerships;
- have a good sense of humour;
- show willingness to share expertise, skills and knowledge and ability to encourage others to follow suit;
- be proactive and positive about challenge, change and opportunities;
- be Committed to equal opportunities in all aspects of the role and around the work place in line with policy;
- show willingness to be involved in all activities that support the Academy
- maintain personal commitment to professional development linked to competencies necessary for this post.

## Professional knowledge and understanding

### Candidates should:

- Have an understanding of national policy, curriculum and assessment developments and the statutory and legal framework within which a school operates, including the Ofsted Inspection Framework;
- have an understanding of curriculum and pedagogical issues relating to learning and teaching;
- Have secure knowledge of what constitutes highly effective teaching and its impact on the outcomes of all pupils;
- have an understanding of and commitment to the Trust's policies;
- maintain high standards of pupil behaviour and attitudes to learning;
- be committed to own professional development; reflective and prepared to act positively to feedback;
- have knowledge of legislation regarding safeguarding and the SEN code of practice;
- have Knowledge of effective strategies to include, and meet the needs of, all pupils in particular underachieving groups of pupils, pupils with EAL and SEN;
- have an understanding of effective financial management, including managing a balanced budget whilst achieving excellent outcomes;
- demonstrate a commitment to the continuing professional development of all staff;
- be familiar with writing and delivering effective Individual Education Plans for pupils with SEN.

## Safeguarding

### Candidates should have:

- Knowledge of national and local safeguarding guidance;
- experience of safeguarding and promoting the welfare of children and young people;
- a commitment to work with relevant agencies to protect children and young people;
- knowledge of best practice and procedures in school for safeguarding children and young people.