**HOYLAND COMMON ACADEMY TRUST**

**PERSON SPECIFICATION**

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| ATTRIBUTES |  | Evidence | Desirable/Essential |
| **RELEVANT EXPERIENCE**(Appropriate phase and management experience) | * Evidence of outstanding teaching & learning
* Able to evidence excellent pupil progress
* Ability to monitor, evaluate & impact on learning
* Experience of working positively and closely with parents and guardians
* Recent OFSTED experience
 | Lesson obs & application formApplication form and InterviewApplication form and InterviewApplication form and InterviewApplication form and Interview | EssentialEssentialEssentialEssentialDesirable |
| **EDUCATION AND TRAINING**(Qualifications; Continuing Professional Development) | * QTS or to be qualified by start post
* Commitment to continue professional development
* Evidence of recent & relevant training
* Experience/ knowledge of a skills based curriculum
* First Aid at Work
* Safeguarding Awareness
 | Application form and InterviewApplication form and InterviewApplication form and InterviewApplication form and InterviewApplication form and InterviewApplication form and Interview | EssentialEssentialEssentialDesirableDesirableDesirable |
| **PROFESSIONAL KNOWLEDGE AND SKILLS**(What constitutes quality in educational provision, leadership; decision making; communication; self management; personal and professional attributes) | * A clear understanding of how children learn and meeting the individual needs of children
* Evidence of excellent classroom practice
* Effective use of assessment data for tracking progress and target setting
* Ability to inspire and motivate pupils
* Excellent IT skills for both teaching and learning and administration
* Have high expectations of all pupils and colleagues
* Evidence of being part of a successful team
* Ability to ensure learning is relevant and fun!
* Experience of curriculum planning as part of a team
* The statutory requirements of legislation concerning Equal Opportunities, Health & Safety, SEN and Child Protection
 | Application form and InterviewLesson Obs. App. form & InterviewApplication form and InterviewLesson Obs. App. form & InterviewLesson Obs. App. FormApplication form and InterviewApplication form and InterviewApplication form and InterviewApplication form and InterviewApplication form and Interview | EssentialEssentialEssentialEssentialEssentialEssentialEssentialEssentialEssentialEssential |
| **FACTORS RELATING TO THE STATUS OF THE SCHOOL**(Strategic direction and development of the school; Teaching and Learning; Leading and managing staff; Resources; Accountability) | * Ability to develop and innovative, deliver an enriching and challenging curriculum and learning environment
* Has a commitment to raising standards within our successful school
* Commitment to work alongside all school staff
* Experience of making links across age phases
 | Application form and InterviewApplication form and InterviewApplication form and InterviewApplication form and Interview | EssentialEssentialEssentialDesirable |
|  | * Communicate effectively (both orally and in writing) to a variety of audiences;
* Experience of building positive relationships with pupils, parents, staff governors and the community
* Proven commitment to extra curricula activities.
 | Lesson Obs, Application form and InterviewApplication form and InterviewApplication form and Interview | EssentialEssential. |