**HOYLAND COMMON ACADEMY TRUST**

**PERSON SPECIFICATION**

|  |  |  |  |
| --- | --- | --- | --- |
| 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 form  Application form and Interview  Application form and Interview  Application form and Interview  Application form and Interview | Essential  Essential  Essential  Essential  Desirable |
| **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 Interview  Application form and Interview  Application form and Interview  Application form and Interview  Application form and Interview  Application form and Interview | Essential  Essential  Essential  Desirable  Desirable  Desirable |
| **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 Interview  Lesson Obs. App. form & Interview  Application form and Interview  Lesson Obs. App. form & Interview  Lesson Obs. App. Form  Application form and Interview  Application form and Interview  Application form and Interview  Application form and Interview  Application form and Interview | Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential |
| **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 Interview  Application form and Interview  Application form and Interview  Application form and Interview | Essential  Essential  Essential  Desirable |
|  | * 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 Interview  Application form and Interview  Application form and Interview | Essential  Essential  . |