

**ORMISTON HORIZON ACADEMY
PERSON SPECIFICATION
TEACHER**

		Essential/ Desirable	Measured by: a) Application & letter b) Exercise/Presentation c) Interview d) References
Qualification	❖ Degree-level qualification or comparable learning experience and/or relevant professional qualification.	E	a)
	❖ Qualified teacher status.	E	a)
Experience	❖ Recent and relevant experience in teaching. With KS4 to examination level at GCSE or equivalent or higher level level.	D	a) c) d)
	❖ Recent and relevant experience of working successfully within a school or L.A.	D	a) c) d)
Skills and Abilities	❖ Ability to work collaboratively within a school.	E	a) c)
	❖ High level people skills including communication, interpersonal and intrapersonal skills	E	a) b) c) d)
	❖ Ability to work under own initiative, to identify work priorities and manage own work to meet targets and deadlines.	E	a) c) d)
	❖ Ability to establish positive beneficial relationships with staff & students.	E	a) c) d)
	❖ Ability to monitor and evaluate student achievement and report results.	E	a) b) c) d)
Attributes	Must be:		
	❖ Honest and open	E	b) d)
	❖ Receptive to change	E	a) c) d)
	❖ Creative, reflective and analytical	E	a) b) c)
	❖ Aware of the importance of work/life balance	E	c)
	❖ Have a sense of humour.	E	c)
	❖ Go the 'extra mile'		a) c) d)
Specific Requirement	Must be able to show evidence of a strong commitment to:		
	❖ Knowledge and understanding of the National Curriculum requirements at both KS3 & KS4.	E	c)
	❖ Clear understanding and commitment to equalities, inclusion and access issues	E	c)
	❖ Genuine commitment to young person participation in evaluation and decision-making	E	c)
	❖ Safeguarding of children and young people	E	a) c)