**Person Specification**

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| CATEGORY | ESSENTIAL | DESIRABLE | METHOD OF ASSESSMENT |
| APPLICATIONFORM | 1. Well-presented and complete application form |  | Application form |
| QUALIFICATIONS | 1. Relevant degree2. Qualified TeacherStatus3. Record of successful class teaching4. Commitment to further professional development | 1. Evidence of recent and relevant CPD | Application Form |
| EXPERIENCE | 1. Evidence of experience in excellent, high-quality teaching2. Proven impact of developing/coaching staff or trainees3. Evidence of successful school responsibilitiesExperience of turning policy into effective and successful practice5. Experience of building effective partnerships and relationships with a range of partners6. Experience of delivering CPD to other staff | 1. Experience in leading a significant initiative or responsibility successfully2. Experience of working with trainee teachers (ITTs) orECTs (previously NQTs) | ApplicationInterview |
| SKILLS AND KNOWLEDGE | 1. Knowledge of ITT2. Be an excellent practitioner and have a clear understanding of learning, teaching and professional development3. Proven skill in ensuring that all students have the opportunity to achieve the highest standards4. Can communicate effectively to a wide range of different audiences, including through IT5. Is a team player who is able to support, motivate and inspire colleagues, partners and school staff in a range of settings by maintaining high standards and expectations and a positive, welcoming, professional manner | 1. Have an up-to-date knowledge of statutory regulations and guidance relating to curriculum developmentsacross all phases of education2. Ability to respond to feedback and adapt accordingly3. Ability to analyse the performance of groups, progress and plan anappropriate course of action. | Application formInterview |
| PERSONAL QUALITIES | 1. Ability to work collaboratively as part of a team within theSCITT, and schools in wider networks2. Commitment, energy and a capacity for hard work3. An enthusiasm for the job and ability to motivate others4. A positive approach and attitude to change5. An ability to listen to the ideas of others and use them when appropriate6. Ability to make decisions and take responsibility﻿﻿﻿7. Demonstrate a commitment and understanding of safeguarding, with a regard for the protection and equalities of all children﻿﻿﻿8. Promote the SCITT’s vision and ethos﻿﻿﻿9. A positive approach to travelling throughout the region as required﻿﻿﻿﻿10. Energetic, adaptable, enthusiastic and reliable with personal impact and presence | 1. Thinks creatively to anticipate and solve problems | Application formInterviewFully enhancedDBS clearance |
| OTHER | 1. Satisfactory references (which will be requested for all candidates progressed to interview under safer recruitment practices)2. Enhanced DBS with barred list check |  | ReferencesEnhanced DBS |

**References:**

References will be requested prior to the interview, unless there are exceptional circumstances, and the applicant does not give consent to do so on the application form. Please contact us to discuss further if you do not consent.

**DBS:**

SCITTELS is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

An application for a DBS certificate will be submitted for all candidates once they have been offered the position. For posts in regulated activity, the DBS check will include a barred list check. During the recruitment process, any offences or other matters relevant to the position will be considered on a case-by-case basis.

Any offer of employment will be subject to the receipt of a satisfactory DBS Enhanced Disclosure.

**Safeguarding:**

SCITTELS is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. Everyone who comes into contact with children and their families and carers has a role to play in safeguarding children.

**Pre-employment occupational health:**

Pre-employment occupational health checks are an essential part of the selection and recruitment process to assess if any reasonable adjustments are required. In some circumstances, an appointment with Occupational Health may be required to assess fitness for the role.

**Equal opportunities:**

SCITTELS is an equal opportunity employer. We want to develop a more diverse workforce, and we positively welcome applicants from all sections of the community.

**If you would like to discuss the role further please do not hesitate to contact the SCITT Director:**

**Raz Rahman,** [**scittels@colegrave.newham.sch.uk**](https://mail.lgflmail.org/owa/redir.aspx?C=J9f63TwoT0GYHxuS9Ni-43OgwTFfFNBI5Ytl2-VwwfBR7ZJUE0HdEgLU0fOMR4rFJ16nXac0wCk.&URL=mailto%3ainfo%40colegrave.newham.sch.uk) **or 02085340243 ext.2**