



Personal specification – Class teacher

CRITERIA	QUALITIES	ESSENTIAL	DESIRABLE
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status • Degree • Professional development in preparation for a leadership role • Professional qualification for subject or middle leaders 	✓ ✓ ✓	✓ ✓
Experience	<ul style="list-style-type: none"> • Successful teaching experience of at least 2 years and completion of ECT requirements • Have held responsibility for a curriculum area. • Experience of facilitating successful staff development • Experience of positive impact on raising standards • Experience in academies and / or MATs 	✓ ✓	✓ ✓ ✓
Skills and knowledge	<ul style="list-style-type: none"> • Be able to demonstrate quality first teaching and differentiation in teaching one or more key stages • Experience of data and the ability to use data to set targets and identify areas for development • Be able to identify high-quality teaching through triangulated monitoring • Be able to model quality first teaching and differentiation to other staff and to support improvement. • Commitment to further professional development and an ability to embrace and facilitate change • Effective communication and interpersonal skills • Prior leadership experience of phase or subject 	✓ ✓ ✓ ✓ ✓ ✓	✓
Personal qualities	<ul style="list-style-type: none"> • A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality • Willingness to contribute to the development of the Hornchurch Academy trust 	✓ ✓ ✓ ✓ ✓	