

Person Specification

Teacher

South Shore Academy
Salary: Main Pay Scale
Reporting to: Head of Department
Deployed by: Head of School

Prepared by:	Neil Kay	Approved by:	Laura Wright-Dixon
Prepared on:	17/04/2025	Approved on:	22/04/2025
Reviewed by HR:	Laura Wright-Dixon	Permitted use:	South Shore Academy
Reviewed on:	22/04/2025	Applicable Terms	STPCD & Burgundy Book

Selection decisions will be based on the criteria below. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the job description for the post.

Candidates failing to meet any of the essential criteria will automatically be excluded at any stage of the process.

The appointing panel will use a combination of assessment tools to determine each candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered during the interview process and references.

The applicant will be required to safeguard and promote the welfare of children and young people

[A] Qualifications

	Qualification requirements	Essential/ Desirable
A1	GCSE English and Maths Grade C (or equivalent)	E
A2	Qualified Teacher Status	E
A3	Good honours degree	E
A4	Relevant CPD	D
A5	Post-graduate study	D

[B] Experience

		Essential/ Desirable
B1	Values driven	E
B2	Strong teaching ability backed up by good and outstanding outcomes	E
B3	Significant impact as a teacher	E
B4	Working in a disadvantaged area of high deprivation	D

[C] Knowledge, Skills & Abilities





		Essential/ Desirable
C1	High expectations which motivate and challenge students and staff	E
C2	Excellent subject, curriculum and assessment knowledge	E
C3	Understanding of the secondary curriculum	E
C4	Commitment to safeguarding	E
C5	Communication with clarity	E
C6	Behaviour management to support a disciplined and joyful culture	E
C7	Highly tailored planning using a scheme of learning	E
C8	Effective use of formative assessment	E
C9	Understanding of what makes a Cidari academy different and successful	D

[D] Other / Personal Qualities

		Essential/ Desirable
D1	Strong moral purpose and drive for improvement	E
D2	Mission-aligned	E
D3	Humble and kind	E
D4	Motivated, enthusiastic and flexible	E
D5	Excellent interpersonal skills; presence	E
D6	Good sense of humour	E
D7	Desire to develop yourself	E
D8	Ability to give, receive and act on feedback	E
D9	Strong attention to detail and clarity	E
D10	Ability to work under pressure	E
D11	Commitment to the full life of the academy	E
D12	Willingness to offer extra-curricular provisions	D

[E] Safeguarding

		Essential/ Desirable
E1	Displays commitment to the protection and safeguarding of children and young people	E
E2	The ability to form and maintain appropriate relationships and personal boundaries with young people	E



E3	Has up to date knowledge and understanding of relevant legislation and guidance in relation to working with and protection of children and young people	E
E4	Will cooperate and work with relevant agencies to protect young people	E

[F] Confidential References

F1	Positive recommendation from all referees, including current employer	E
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[G] Application Form and Supporting Statement

Applications will only be accepted when using a Cidari online application form through the designated recruitment platform. The supporting letter/ statement must be submitted as a PDF with a font size no smaller than 11pts and limited to 3 pages. It should be clear, concise and related to the job description and person specification. It should have particular reference to your own experience explaining how as a member of staff you will motivate and work with others to create and sustain a school vision and positive ethos that will also add value to the development of wider Trust.