

PERSON SPECIFICATION – CLASS TEACHER

ESSENTIAL	DESIRABLE	
Qualifications		Where tested? A = Application I + Ac = Interview and/or Activities R = References
Qualified Teacher status Some experience or knowledge of students with communication and interaction difficulties/autism	Teaching/supporting teaching experience, especially with students with SEND	A R
ESSENTIAL	DESIRABLE	
Teaching		Where tested? A = Application I + Ac = Interview and/or Activities R = References
Enthusiasm, flexibility, a commitment to high quality education and good teaching skills An interest in working with pupils across the whole spectrum of needs A commitment to developing inclusive practice – both within the school and with other schools	Participation in, or development of, inclusive work	I&Ac
Ability to coordinate the school's work in one or more subject areas (unless an Early Careers Teacher)		A
Knowledge and understanding of the relevant curriculum area/s.	Experience of national tests or accreditation options Key Stage 4 and Post 16.	A
Knowledge of professional standards for teaching (including knowledge of their current practice in relation to the standards)	Awareness of your own current position in relation to the standards	A I&Ac
An understanding of, and commitment to, Equal Opportunities, and the ability to apply this to strategic work and day-to-day situations.		A I&Ac
Ability to plan, assess, record and implement individualised learning programmes for children	Evidence to present of work undertaken and the positive impact on pupil experiences	A I&Ac
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Team Work	Where tested? A = Application I + Ac = Interview and/or Activities R = References	
Ability to work as part of a team and to contribute to the strong ethos within the school, the department and the class		I&Ac
Ability to lead and motivate a team of staff, and to be responsible for coordinating the work of the class towards a common goal, namely high standards and achievement	Evidence of having carried out similar work in current or previous post(s)	R I&Ac
Excellent communication skills – both written and verbal Good IT skills	Evidence of such – e.g. qualification in IT	R
ESSENTIAL	DESIRABLE	
CPD	Where tested? A = Application I + Ac = Interview and/or Activities R = References	
Candidates should evidence their own professional development programme over recent years	Professional development in areas related to children with special educational needs	A R
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Child Protection	Where tested? A = Application I + Ac = Interview and/or Activities R = References	
Commitment to safeguarding children and Child Protection; knowledge of how to work appropriately with children; knowledge of actions to be taken where there are concerns	Evidence of good practice	A I