

# Person Specification

## Teacher



| Factor                      | Essential  | Desirable   | Assessment* |
|-----------------------------|--|---|-------------|
| <b>Qualification</b>        | <ul style="list-style-type: none"> <li>• Qualified Teacher Status (or currently in teacher training).</li> <li>• Degree at level 2:2 and above or equivalent.</li> <li>• Experience of teaching</li> </ul>   | <ul style="list-style-type: none"> <li>• Evidence of further professional qualification.</li> </ul>   | D           |
| <b>Experience</b>           | <ul style="list-style-type: none"> <li>• Up to date experience of working with children in a learning environment.</li> <li>• Successfully directing and managing a class of pupils.</li> <li>• Working effectively with parents and other agencies</li> <li>• Setting appropriate learning objectives.</li> <li>• Adapting learning plans for individual pupils.</li> <li>• Monitoring and recording pupils' academic development.</li> <li>• Marking work against the national curriculum.</li> <li>• Producing pupils' academic reports.</li> </ul>   | <ul style="list-style-type: none"> <li>• Working with pupils with SEN.</li> <li>• Experience of working with children who have emotional and behavioural difficulties (EBD).</li> <li>• Teaching experience across different Key Stages</li> </ul>  | A, I, R     |
| <b>Skills and Knowledge</b> | <ul style="list-style-type: none"> <li>• Up to date knowledge of the school curriculum.</li> <li>• Excellent subject knowledge.</li> <li>• An ability to deliver consistently good or better teaching.</li> <li>• An ability to plan and deliver exceptional learning opportunities to meet a range of abilities and interest including children identified as having SEN or AG&amp;T.</li> <li>• Knowledge and experience of planning provision.</li> <li>• A commitment of the principles of high quality SEN provision.</li> <li>• Excellent behaviour management techniques and skills.</li> <li>• Ability to use a range of ICT effectively and creatively as a tool for learning.</li> <li>• Understanding of child protection and behaviour management procedures.</li> </ul> | <ul style="list-style-type: none"> <li>• A strong subject interest demonstrating passion and commitment to the subject area.</li> <li>• Experience of managing and deploying teaching assistants.</li> <li>• Strong commitment to developing leadership skills.</li> <li>• A willingness to undertake research to enhance Teaching and Learning.</li> </ul> | A, I, R     |
| <b>Personal Attributes</b>  | <ul style="list-style-type: none"> <li>• The ability work well alone and contribute as a team member.</li> <li>• The ability to identify priorities, be self-motivated and manage time effectively.</li> <li>• The ability to communicate effectively with a wide range of people including children, staff, parents and Governors.</li> <li>• Ability to work as a team.</li> <li>• Ability to empathise with children.</li> <li>• A commitment to their own continuing professional development.</li> <li>• Reflective Practitioner.</li> </ul>  | <ul style="list-style-type: none"> <li>• Willingness to offer extra-curricular opportunities for pupils.</li> </ul>   | A, I, R     |

\*Assessment Method – details how the criteria will be assessed

**A** = Application Form, **I** = Interview, **R** = References, **D** = Documentary Evidence