

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 children with needs in the areas of communication and interaction / social, emotional and mental health	Teaching/supporting teaching Experience, especially with pupils with additional needs	A R
ESSENTIAL	DESIRABLE	
Teaching	Where tested? A = Application I +Ac = Interview and/or Activities R = References	
Experience of teaching GCSEs (with an ability to teach more than 1 subject) Enthusiasm, flexibility, a commitment to high quality education and good teaching skills An interest in working with pupils with communication and interaction needs A commitment to developing inclusive practice – both within the school and with other schools	Participation in, or development of, inclusive work Experience of teaching A Levels	I&Ac
Ability to coordinate the school's work in one or more subject areas (unless a newly qualified teacher)	Strengths in specific subjects negotiable with the Headteacher (core subjects are a focus of the provision)	A
Knowledge of professional standards for teaching (including knowledge of their current practice 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 and young people	Evidence to present of work undertaken and the positive impact on pupil experiences	A I&Ac

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Understanding of outcomes academic and other than academic	Additional skills to offer to enhance curricular or extracurricular opportunities	A
ESSENTIAL	DESIRABLE	
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 across the school and the base provision		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 and young people with communication and interaction needs	A R
ESSENTIAL	DESIRABLE	
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 Up-to-date DBS check	Evidence of good practice	A I
ESSENTIAL	DESIRABLE	

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PROFESSIONAL QUALITIES The successful applicant should exhibit these principles or virtues in their professional behaviour.	Where tested? A = Application I +Ac = Interview and/or Activities R = References	
Trust: <i>Successful teachers are trustworthy and reliable.</i> The successful candidate will hold trust on behalf of children and should be beyond reproach. The successful candidate will be honest about their motivations.		I+Ac R
Wisdom: <i>Successful teachers use experience, knowledge and insight</i> The successful candidate will demonstrate moderation and self-awareness, acting calmly and rationally, serving the school with propriety and good sense.		A I+Ac R
Kindness: <i>Successful teachers demonstrate respect, generosity of spirit, understanding and good temper</i> The successful candidate will listen. The successful candidate will give difficult messages humanely where conflict is unavoidable.		A I+Ac R
Justice: <i>Successful teachers are fair and work for the good of all children.</i> The successful candidate will seek to enable all young people to lead productive, happy and fulfilling lives		A I+Ac R
Service: <i>Successful teachers are conscientious and dutiful.</i> The successful candidate will demonstrate humility and self-control, supporting structures, conventions and policies which safeguard quality. The successful candidate's actions ensure high quality education.		I+Ac R
Courage: <i>Successful teachers work courageously in the best interests of children and young people.</i> The successful candidate will protect the safety of the children and young people and		A I+Ac R

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their right to a broad, effective and creative education. The successful candidate will hold colleagues to account courageously and, in turn, accept being held to account themselves.		
<p>Optimism: <i>Successful teachers are positive and encouraging.</i> Despite difficulties and pressures, the successful candidate will ensure the school offers excellent education at all times with a drive to change the world for the better.</p>		A I+Ac R
ESSENTIAL	DESIRABLE	
<p>PERSONAL QUALITIES The successful applicant should exhibit the following personal characteristics.</p>	<p>Where tested? A = Application I +Ac = Interview and/or Activities R = References</p>	
<p>Selflessness: The successful candidate should act solely in the interest of children and young people</p>		I+Ac R
<p>Integrity: The successful candidate must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. Before acting and taking decisions, they must declare and resolve openly any perceived conflict of interest and relationships.</p>		R
<p>Objectivity: The successful candidate must act and take decisions impartially and fairly, using the best evidence and without discrimination or bias. Teachers should be dispassionate, exercising Judgement and analysis for the good of the children and young people.</p>		A I+Ac R
<p>Accountability: The successful candidate will be accountable to the pupils, parents and the public for their decisions and actions.</p>		I+Ac R

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<p>Openness: The successful candidate should act and take decisions in an open and transparent manner.</p>		<p>I+Ac R</p>
<p>Honesty: The successful candidate should be truthful.</p>		<p>R</p>