

Person Specification – Class Teacher and Maths Lead

Criteria	Essential	Desirable
Qualifications and training	- UK-recognised qualified teacher status - Degree or equivalent - At least 4 years of classroom teaching experience - A minimum of 2 years' experience in a formal or informal leadership role focused on improving student achievement	Evidence or commitment to further professional development, e.g. NPQ's
Knowledge and Experience	- Outstanding teaching practice over a sustained period of time, especially in relation to Maths. Part of the interview process will involve a lesson observation. - Effectively leading a significant aspect of whole school development, which has positively impacted on student achievement/attainment. - Working effectively with middle and senior leaders. - A clear vision and philosophy for an effective Maths Curriculum. - Supporting teaching colleagues and support staff to develop their own practice. - Delivering effective training to colleagues. - Teaching across the primary and or secondary age ranges. - Knowledge and understanding of the National Curriculum - Working in partnership with parents/carers.	- Teaching at Key Stage 3 and 4. - Understanding of a varied accreditation process in a SEN school. E.g: Asdan AQA unit awards, Entry Level, Functional skills, BTEC qualifications. - Working knowledge of functional mathematical skills - Experience of differentiating learning for students with severe and complex SEN needs - Experience of setting individual education plans - Experience of assessing students with SEN - Experience of writing progress reports for students with SEN - Experience and/or training in managing challenging behaviours - Experience of working as part of a multi-disciplinary educational team - Understanding of the new education inspection framework and toolkit

Skills and Abilities	• Set high expectations and standards. • Provide a good role model for students and staff. • Positively manage change in pursuit of strategic objectives. • Ensure Wembley Manor School is kept up to date with local or national strategies within Numeracy. • Monitor and develop practice to ensure that agreed practice is in place. • Positively support individual teachers in improving numeracy provision / practice. • Provide opportunities for staff development and encourage staff to develop themselves. • Build, support and work as part of a team. • Motivate students and staff. • Work effectively in partnership with parents, governors and the wider community. • Work effectively with other schools to support school improvement and ensure excellent outcomes. • Analyse data effectively. • Excellent organisational Skills • An imaginative and creative approach to learning	• The theory and practice of providing effectively for the individual needs of all children (e.g. classroom organisation and learning strategies) • statutory National Curriculum requirements at the appropriate key stage. • The preparation and administration of public examinations. • The links between schools, especially partner schools. • The capacity to learn quickly
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	• A hardworking, dynamic, enthusiastic and flexible approach to tasks and problem solving • Ability to manage your workload and work under pressure	
Personal Qualities	• Ability to develop strong, positive relationships and communicate effectively with staff, students and parents (verbally and in writing). • Ability to lead high quality training sessions with individual, groups and whole staff groups. • Self-confident with a collected professional manner • Supportive of the school's extra-curricular activities • A good record with regard to punctuality and attendance at work • A desire to continue the development of professional skills • Commitment to the ethos and practices of the school. Promote a positive image of the school • A commitment to equality and diversity • Respect for children and an interest in helping them develop both academically and as people • A caring nature and an understanding of the needs and feelings of children	

We will be encouraging the successful candidate to take part in a leadership development programme i.e. National Professional Qualification (NPQ) for Leading Teaching, NPQ Middle Leadership etc.