



CLASS TEACHER & INCLUSION LEAD PERSON SPECIFICATION



Candidates who apply for this post will be asked to write a personal statement to show how they meet the selected criteria and how their examples demonstrate impact.

FACTOR	ESSENTIAL	DESIRABLE	ASCERTAINED BY
QUALIFICATIONS	<ul style="list-style-type: none"> ➤ Qualified Teacher Status ➤ Degree 	<ul style="list-style-type: none"> ➤ National Professional Qualification for SENCOs 	<ul style="list-style-type: none"> ➤ Application Form ➤ Documentary Evidence
KNOWLEDGE AND UNDERSTANDING	<ul style="list-style-type: none"> ➤ A clear understanding of the National Curriculum and its application ➤ A knowledge of strategies that enable the teacher to teach mixed ability pupils within the same class and provide work which is adapted to cater for every child ➤ An understanding of how to plan for all pupils to promote their academic, personal, social and emotional development, including children with SEND; pupil premium children; and those who have EAL ➤ To make use of formative and summative assessment to secure progress for all children, including children with SEND; pupil premium children; and those who have EAL ➤ Able to approach managing behaviour that challenges, by understanding the underlying causes, implementing proactive strategies and a commitment to using evidence-based approaches, such as trauma informed relational practices ➤ To motivate, engage and inspire all pupils ➤ Willingness to perform the role of a Deputy Designated Safeguarding Lead 	<ul style="list-style-type: none"> ➤ A secure understanding of the EYFS and demonstration of quality-first teaching in the EYFS ➤ Experience of working as a Deputy Designated Safeguarding Lead 	<ul style="list-style-type: none"> ➤ References ➤ Interview ➤ Selection tasks
COMMUNICATION	<ul style="list-style-type: none"> ➤ The ability to communicate effectively in a verbal and written form to a range of audiences, including pupils, parents/carers, staff, governors and the wider community 		<ul style="list-style-type: none"> ➤ Application Form ➤ Interview
SKILLS AND APTITUDES	<ul style="list-style-type: none"> ➤ To be committed to raising the levels of achievement and progress of all children ➤ The ability to teach the full range of subjects across the primary age range ➤ To be able to use a variety of teaching resources, including ICT ➤ A willingness to work throughout the primary school in all phases ➤ To contribute positively to curriculum development across the school ➤ Ability to set high standards and provide a role model for staff and pupils ➤ Ability to work with and deploy staff and resources effectively 	<ul style="list-style-type: none"> ➤ Understanding of school systems and general finances, especially related to SEND budget ➤ Experience of leading professional development for peers 	<ul style="list-style-type: none"> ➤ Application Form ➤ References ➤ Interview ➤ Specific Qualifications or experience
PERSONAL QUALITIES	<ul style="list-style-type: none"> ➤ Commitment to the Christian ethos and values of the school ➤ High ethical standards and professionalism ➤ Resilience, good organisational skills and ability to prioritise workload ➤ Commitment to safeguarding, equality and confidentiality ➤ Displays warmth, care and sensitivity in dealing with children ➤ Open minded and adaptable to changing circumstances and new ideas ➤ Be a reflective practitioner ➤ Willingness to be involved in the wider life of the school ➤ Ability to develop good personal relationships within a team; making an effective contribution to high morale and resolving conflicts effectively ➤ Passionate about own professional development and engaging in CPD with enthusiasm 		<ul style="list-style-type: none"> ➤ Application Form ➤ References ➤ Interview
SPECIAL REQUIREMENTS	<ul style="list-style-type: none"> ➤ An enhanced disclosure and barring check clearance is essential ➤ A good health and attendance record 		<ul style="list-style-type: none"> ➤ Documentary Evidence