|  |  |  |  |
| --- | --- | --- | --- |
| **PERSON SPECIFICATION**  |  |  |  |
| **Qualifications**  | **Essential**  | **Desirable**  |  |
| Qualified Teacher status | x |  | A\* |
| Evidence of continuous professional development | x |  | A\* |
| **Skills and Knowledge**  | **Essential**  | **Desirable**  |  |
| Exemplary classroom practitioner | x |  | A/O/R |
| Understanding of how children learn | x |  | A/O/R |
| Ability to inspire, engage and motivate all children | x |  | A/O/R |
| Knowledge and understanding of effective teaching and learning practices | x |  | A/R |
| Ability to plan effectively to meet the learning needs of all children | x |  | A/R |
| Ability to teach effectively whole classes, groups and individuals | x |  | A/O/R |
| Ability to use assessment to inform teaching | x |  | A/R |
| Ability to communicate effectively and professionally with children | x |  | A/R |
| Ability to communicate effectively and professionally with colleagues, parents and particular agencies | x |  | A/R |
| Ability to use ICT resources effectively to enhance learning | x |  | A/R |
| Ability to plan for a creative, skills-based curriculum at all levels (long, medium and short term) | x |  | A/R |
| Effective classroom organisation, keeping all children in a safe and warm environment | x |  | A/R |
| An understanding of the importance of the emotional wellbeing of the child | x |  | A/R |
| Knowledge of safeguarding | x |  | A/R |
| Able to demonstrates good relationships with all members of the school community, children, staff, Governors and visitors | x |  | A/R |
| **Experience**  | **Essential**  | **Desirable**  |  |
| Experience working with children and/or young people | x |  | A/R |
| Experience of working with children and/or young people with SEND within an education environment |  |  x | A |
| Knowledge of how to remove barriers to learning for students with a wide range of SEND (Cognitive Learning difficulties, Autistic Spectrum Conditions, Communication and Language needs, Social and Emotional Development needs, Physical and Sensory needs, Attachment and trauma) |  | x  | A |
| Experience of effectively managing support staff |  | x | A/R |
| Experience of working in partnership with families and external agencies |  | x | A/R |
| **Values** | **Essential**  | **Desirable**  |  |
| Able to demonstrate a “can do” attitude | x |  | A/R |
| Be enthusiastic, innovative and forward thinking | x |  | A/R |
| Discreet and professional and able to maintain confidential information | x |  | A/R |
| Tact and diplomacy  | x  |   | A/R |
| Solution focussed  | x  |   | A/R |
| **Other**  | **Essential**  | **Desirable**  |  |
| Driving licence and willingness to use school vehicles for enrichment opportunities for pupils  |  |  x | A |
| Willing to take a full and active part in school life, e.g. extra-curricular activities and fundraising event, overnight residentials |  | x | A |

\*Original copies of certificates will be required prior to appointment.

A – Application

I – Interview

O – Observation

R - Reference