

**Palmerston School - Person Specification**

<b>JOB TITLE:</b>	<b>Class Teacher + Negotiable</b>	<b>GRADE:</b>	MPS / UPS + SEN Allowance Depending on qualifications/experience	
<b>Note to Applicant :</b>	In your application, you should provide evidence of meeting all points on the person specification, particularly those marked "Essential" or "Desirable" as they are key criteria			
<b>CRITERIA</b>	<b>KNOWLEDGE &amp; SKILLS</b>	<b>ESSENTIAL or DESIRABLE</b>	<b>METHOD OF ASSESSMENT</b>	
<b>Qualifications, Training &amp; Experience</b>	1. Qualified Teacher Status / GTC Member	E	A	
	2. Experience of working with children / young people with severe and/or profound learning difficulties in the secondary phase.	D	A I	
	3. Evidence of recent training / professional development	E	A	
	4. Evidence of being an excellent teacher	E	A I R	
	5. Understanding of the curriculum needs of this group of pupils.	E	A I	
<b>Professional Qualities</b>	6. An understanding of the needs of parents & ability to support parents	E	I	
	7. The ability to plan, evaluate & review	E	I	
	8. An understanding of a range of behaviour support strategies	E	A I	
	9. Ability to lead a class team	E	A I	
	10. Knowledge of a range of communication strategies.	D	I	
	11. Experience of subject co-ordination	D	A I	
	12. An understanding of assessment, recording & reporting as part of the learning process	E	A I	
	13. Organised, creative & imaginative teacher	E	A	
	14. A good understanding of principles of differentiation & age appropriateness	E	I	
	15. Flexible & willing to share skills & knowledge in partner schools.	E	A I	
<b>Personal Qualities</b>	16. Excellent communication skills	E	I	
	17. Ability to cope with stress & change	E	A I	
	18. Realistic but high expectations	E	I	
	19. Willingness to learn & adapt	E	A I	
	20. 'Can do' approach to challenges	E	I	
<b>Commitment</b>	21. An understanding of & a personal commitment to the aims of the school.	E	I	
	22. Commitment to working closely with parents, professionals & partner schools	E	A I	
	23. Understanding of & commitment to inclusive practices	E	A I	
	24. Support for schools role in Outreach and ITT delivery.	E	I	
<b>Other</b>	25. This post is subject to Enhanced Disclosure			
	26. A satisfactory sickness record over the previous two years (subject to the need to act with consistency & fairness & to pay particular attention to equality of opportunity issues such as sickness related to a disability &/or pregnancy)			

**Key to Assessment Methods : I-Interview / P-Presentation / A-Application / R-Reference**