

Palmerston School - Person Specification

<u>Job Title</u>	Class Teacher	<u>Grade</u>	MPS / UPS + SEN Allowance. Depending on qualifications/experience		
<u>Notes to Applicant</u>	<ul style="list-style-type: none"> • 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 • Candidates failing to meet any of the essential criteria will be excluded at the short listing. • Palmerston is committed to safeguarding and promoting welfare. We follow extensive safer recruitment practices to protect our students and our checks begin prior to interview. The aim of these practices is to ensure that anyone (paid or voluntary) who seeks to work in this school, is safe to do so. 				

Qualifications and Experience

	Essential	Desirable	A	I	R
Qualified teacher status with an excellent record of recent SEN teaching experience.	✓		A		R
Degree	✓		A		R

Professional Knowledge and Understanding

Applicants should be able to demonstrate good knowledge and understanding of the following areas:

	Essential	Desirable	A	I	R
A clear philosophy of SEN/primary education.	✓		A	I	
Knowledge and understanding of how to adapt a curriculum.	✓		A	I	
Knowledge and understanding of children's educational development and effective teaching and learning strategies to secure progress and pupil achievement.	✓		A	I	
Knowledge of SEND Code of Practice.	✓		A	I	
Knowledge and understanding of pupil progression across key stages of education.	✓		A	I	
Understanding of professional responsibility in relation to school policies and practices.	✓			I	R

Teaching and Learning

Applicants should be able to demonstrate from their experience:

	Essential	Desirable	A	I	R
Excellent practice with high expectations for children's achievement and behaviour, and effective organisational skills.	✓		A	I	R
Ability to use teaching methods which engage children, stimulate curiosity, promote effective questioning and response.	✓		A	I	
Ability to use assessment to support pupil learning and inform future planning of teaching and learning.	✓		A	I	
Strategies for supporting SEND pupils that ensure positive and targeted support.	✓		A	I	

Ability to function effectively as a team player.	✓		A	I	R
Ability to plan and organise and manage support staff and resources effectively.	✓		A	I	R
Excellent communication and interpersonal skills.	✓			I	R
Ability to develop excellent relationships throughout the school community.	✓			I	R
Ability to liaise with parents with regards to progress and achievement, pupil targets and to encourage them to support their child's learning, behaviour and progress.	✓		A	I	R
Ability to liaise with agencies responsible for pupil welfare.	✓			I	R
Competent use of ICT to enhance the teaching of curriculum and manage pupil data and records.	✓		A	I	

Personal Qualities

	Essential	Desirable	A	I	R
High expectations of oneself and children's work and behaviour.	✓		A	I	R
Set an excellent example to pupils in presentation and personal conduct.	✓			I	R
A commitment to high standards of achievement and performance.	✓		A	I	R
Empathy with local, social and economic environment.	✓			I	
Energy, enthusiasm and drive.	✓			I	R
Flexibility and adaptability.	✓		A	I	R
Tact, tolerance and sensitivity to the needs of others.	✓		A		R
Understanding and commitment to the concept of equal opportunities.	✓		A	I	
Commitment to supporting extra-curricular activities and school events.	✓		A	I	
Commitment to safeguarding	✓				

A – Application I – Interview R - Reference