

# Person Specification

## Class Teacher

|                            |                         |
|----------------------------|-------------------------|
| <b>Location:</b>           | Welcombe Hills School   |
| <b>Grade/Scale:</b>        | Teacher Main Scale 1 -6 |
| <b>Special Conditions:</b> | None                    |
| <b>Reporting to:</b>       | Head Teacher            |
| <b>Revised Date:</b>       | March 2025              |

| Qualifications & Training                                                                                                                                                           |                                                                                                                   |       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-------|
| Essential                                                                                                                                                                           | Desirable                                                                                                         | A/I/R |
| Honours degree and qualified teacher status.                                                                                                                                        | An additional specialist qualification in SEND                                                                    | A     |
| Evidence of recent relevant professional development and training, including in safeguarding                                                                                        |                                                                                                                   | A     |
| Commitment to further develop own professional knowledge and skills.                                                                                                                |                                                                                                                   | A/I   |
| Knowledge                                                                                                                                                                           |                                                                                                                   |       |
| Knowledge and understanding of Special Educational Needs.                                                                                                                           |                                                                                                                   | A/I   |
| Knowledge and understanding of effective teaching and learning for pupils with special needs and the ability to promote high expectations for pupil outcomes throughout the school. |                                                                                                                   | A/I   |
| In-depth knowledge and experience of Child Protection & Safeguarding.                                                                                                               | Recent training as Designated Safeguarding Lead.<br>Knowledge and experience of Safer Recruitment procedures.     | A/I   |
| A thorough understanding of the Special Needs Code of Practice and its implications for pupils and families.                                                                        |                                                                                                                   | I     |
| In-depth knowledge and understanding of the wider educational agenda, including current national policies and educational developments and statutory requirements.                  |                                                                                                                   | I     |
| A clear understanding of performance management of staff.                                                                                                                           | Experienced as an Appraiser<br>A clear understanding managing capability, absence and conduct processes for staff | A/I   |

| Experience & Skills                                                                                                                                                                                                                                |                                                                                                                                                                        |       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
| Essential                                                                                                                                                                                                                                          | Desirable                                                                                                                                                              | A/I/R |
| Experience of SEND                                                                                                                                                                                                                                 | Substantial experience in a SEND environment.                                                                                                                          | A     |
| Successful experience of monitoring, evaluating and improving the quality of teaching and learning.                                                                                                                                                |                                                                                                                                                                        | A/I/R |
| An understanding of the Ofsted framework and recognition of the need for educational standards and practice to be quality assured via observation, learning walks etc.                                                                             | Experience of Ofsted inspections                                                                                                                                       | A/I   |
| The ability to confidently converse with and demonstrate quality educational practice to Ofsted inspectors, School Improvement Partner, Senior Leaders etc.                                                                                        |                                                                                                                                                                        | A/I   |
| Ability to work effectively with other services to support pupil achievement.                                                                                                                                                                      |                                                                                                                                                                        | A/I   |
| Experience of working in collaboration and/or partnership with Governors and/or Trustees, internal and external stakeholders, other educational bodies and the wider community to develop positive relationships and achieve strategic objectives. |                                                                                                                                                                        | A/I/R |
|                                                                                                                                                                                                                                                    | Proven track record of managing school self-evaluation and the ability to lead whole school improvement initiatives, which have a positive impact on pupil achievement | A/I/R |
|                                                                                                                                                                                                                                                    | Successful experience of effective strategic, financial and resource management to achieve educational priorities and ensure value for money.                          | A/I/R |
| Experience of managing and supporting a team of staff.                                                                                                                                                                                             |                                                                                                                                                                        | A/I/R |
| The ability to work collaboratively with other schools and agencies to develop partnerships, learning networks and employers.                                                                                                                      |                                                                                                                                                                        | I     |
| Commitment to equal opportunities, inclusion, diversity and access for all, in order to ensure an open and transparent school culture.                                                                                                             |                                                                                                                                                                        | A/I   |
| The ability to develop and support innovative ideas in a school environment and drive them through to action.                                                                                                                                      |                                                                                                                                                                        | A/I   |
| Ability to self-evaluate and improve effectiveness and take responsibility for own professional development.                                                                                                                                       |                                                                                                                                                                        | A/I   |

**Personal/Other Qualities**

| Essential                                                                                                 | Desirable | A/I/R |
|-----------------------------------------------------------------------------------------------------------|-----------|-------|
| Personally resilient—able to deal with the challenges of the role and identify and seek support required. |           | I     |
| Receptive to change and innovation.                                                                       |           | I     |
| Able to travel between school and Trust sites.                                                            |           | I     |
| Fluent in the use of the English language.                                                                |           | I     |

Note - Method of Candidate Assessment: A=Application Form I=Interview R=Reference