



Stockport Council

Generic Competency Person Specification

Job Title: Teacher

Directorate: - Windlehurst School

Candidate Name:

Attributes	Competency	SCORE				Essential or Desirable	Selection method A=Application I=Interview T=Test
		0	1	2	3		
EXPERIENCE	Minimum of 2 years teaching (including mainstream)					Desirable	A & I
	Experience of co-ordinating a curriculum area or having an area of responsibility					Desirable	A & I
	Experience of working in an SEMH setting including multi-agency working					Desirable	A & I
	Recent experience of working in a secondary school department					Desirable	A & I
TECHNICAL SKILLS	Skills in the management of young people with challenging behaviours					Essential	A & I
	Empathy with pupils who have problems and their families					Essential	A & I
	Understanding of social inclusion issues and current SEMH pedagogy					Essential	A & I
	Ability to offer new ideas, put them into practice and to monitor and evaluate their effectiveness					Essential	A & I
	Knowledge of DCFS and local guidance in relation to young people in public care, exclusions SEN, Behaviour and Attendance					Desirable	A & I
	Understanding of a range of learning opportunities and					Desirable	A & I

	teaching styles that may re-engage disaffected young people						
QUALIFICATION	A degree or relevant professional qualification					Essential	A
	QTS					Essential	A
	Evidence of continuing professional development					Essential	A & I
	"Team Teach" qualification					Desirable	A & I
	Behaviour and Attendance / SEN qualification					Desirable	A & I
Generic Competencies (Please see further guidelines below)	Ability to work under pressure and in a challenging environment					Essential	A & I
	Ability to maintain strictest standards of confidentiality					Essential	A & I
	Knowledge of DfE and local guidance in relation to safeguarding procedures. KCSiE					Essential	A & I
ADDITIONAL FACTORS	Understands and actively supports Stockport Councils diversity and equality policy.					Essential	A, I
	To meet Stockport Council's standard of attendance.					Essential	A, I
	A willingness to be flexible in a changing environment					Essential	A, I
	Willingness to support extra curricular activities					Essential	A, I
	Car driver and use of car for work purposes					Essential	A, I

Competencies

The main purpose of the above competencies is to define the standards of behaviour required by the organisation. All employees are expected to perform satisfactorily to the generic employee competencies which are reviewed as part of Council's Employee Performance and Development Review scheme for all employees.

Competency	Definition
Communicating Effectively	<ul style="list-style-type: none"> Communicate effectively face to face, by telephone or written word with a diverse range of people Make effective use of new technology in communications contribution
Being customer focussed	<ul style="list-style-type: none"> Provides excellent customer service Develops and maintains positive working relationships with customers Contributes to the continual improvement of services

Effective Team Working	<ul style="list-style-type: none"> • Develops and maintains positive working relationships with other team members • Develops positive working relationships with other teams both within and outside the organisation (e.g. "colleagues" in the voluntary sector or health service) • Contributes to the achievement of team goals
Personal Organisation and Effectiveness	<ul style="list-style-type: none"> • Achieves personal objectives on time and to the agreed standard whilst having consideration for the effect on others
Personal Development	<ul style="list-style-type: none"> • Take responsibility for the development and learning of self and others
Making the most of Information and Communications Technology	<ul style="list-style-type: none"> • Can operate all technology necessary for the job role

An assessment is carried out by the employee and their manager. The results are discussed as part of the Personal Development Review meeting.