

Orchardside School (AP) Person Specification for Classroom teacher

Criteria	Essential	Desirable
Education		
Educated to degree standard		D
Qualified teacher status	E	
Additional qualifications, expertise, or study in an area that supports the work of Orchardside School.		D
Skills and knowledge:		
Ability to deliver lessons in one or more subjects.	E	
Ability to be able to develop curriculum plans, for all learners, across KS3 and KS4, in line with the National Curriculum requirements / Exam board requirements	E	
Ability to plan and consistently deliver high quality, stimulating and engaging lessons for learners with differentiated learning activities to meet the needs of all learners	E	
Ability to, and proven record of, raising students' achievement and progress, including attendance, engagement for learning, interventions to improve outcomes	E	
Ability to, and proven experience of, dealing effectively with challenging behaviour, to be able to diffuse and de escalate to achieve successful outcomes	E	
Proven ability to be able to communicate effectively and engage with disaffected students to motivate and enable them to reach their potential.	E	
Be able to communicate clearly and effectively both in oral and written formats.	E	
Be able to use ICT effectively within lessons to promote engagement with learning and to be able to record and present data and reports	E	
Ability to be able to work under pressure, meet deadlines, deal with change and challenge, and remain calm and resilient	E	
Can work effectively on own initiative, unsupervised and manage time efficiently	E	
Can work collaboratively as part of a team	E	
Experience		
Two years as a teacher in a mainstream or Alternative Provision	E	
Experience of working with students who have a range of challenging needs		D
Experience of whole school activities / initiatives		D
Commitment to inclusion		

Demonstrate your commitment to inclusion and acceptance of all people regardless of race, culture, gender, religion	E	
Have an understanding of the principles of and commitment to the promotion of equality of access and opportunity for both students and their families and staff, to overcome barriers to equality and practices which are counter to it.	E	
Safeguarding and safety		
Demonstrate a clear understanding of roles and responsibilities of duty of care and safeguarding	E	
Demonstrate a clear understanding of roles and responsibilities with regard to safe working practices	E	
Professional standards	E	
Have a proven record of meeting professional standards and being an outstanding role model at all times	E	