

PERSON SPECIFICATION

Inclusion Teacher

	E (essential) D desirable)	A (application) I (interview) T (task)
Qualifications and Training		
• QTS, HLTA or other relevant professional qualifications	E	A
• Demonstrate levels of numeracy and literacy equivalent to GCSE (A-C)	E	A
• Training in relevant learning strategies e.g Phonics, Maths Mastery etc	D	A,I
Experience		
• Experience of teaching small groups at Key Stages 3 and 4	E	A,I
• Experience of working with vulnerable students experiencing anxiety and mental health concerns resulting in Emotionally Based School avoidance	D	A,I
• Experience with SEND/SEMH	E	A,I
Knowledge, Understanding and Skills		
• Effective oral and written communication skills	E	A,T
• Knowledge and understanding of effective teaching and learning strategies, and assessment of students' progress (formative and summative)	E	A,I,T
• Knowledge of the range and type of interventions available for vulnerable cohorts and be able to apply these appropriately in the context of the School's resources and the individual child.	E	A,T
• Excellent interpersonal skills, both in working relationships with pupils and in forming effective professional relationships with a wide range of stakeholders	E	A,I
• Good organisational and time management skills	E	A
• Sound IT skills (including Microsoft packages such as office) to support learning and maintain electronic information systems	E	A,I
Personal Qualities		
• Excellent communication skills	E	A,I,T
• Stamina and capacity to work well under pressure	E	A,I,T
• Personality to engage, inspire, enthuse and motivate others	E	A,I,T
• Effective classroom management and ability to build positive relationships	E	A,I,T
• A team player who enjoys working alongside and supporting others	E	A,I,T
• Able to respond effectively to problems	E	A,I
• Ability to use own initiative and work independently	E	A,I,T
• Excellent role model for staff and students	E	A,I
Attitude and Commitment		
• Belief in comprehensive education	E	A,I
• Commitment to inclusion and achievement for all	E	A,I

Weatherhead

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| • Ambition to develop and sustain a successful inclusion programme | E | A,I |
| • Willingness to ensure all students achieve their potential | E | A,I |
| • High standards of professionalism, confidentiality and discretion | E | A,I |
| • Reliable with an excellent record of attendance, punctuality and flexibility when required | E | A,I |

Weatherhead High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

If successful, you will also be required to apply for a Criminal Record Check from the Disclosure and Barring Service. The level of check required for this post is Enhanced Disclosure, with Barred List Check.