



Imperium Federation  
King's Oak SEMH Secondary School

**PERSON SPECIFICATION**

**JOB TITLE:** Key Stage 3 Teacher

CRITERIA OR REQUIREMENTS	Method of Assessment	Short - listing Criteria
<b>1. EDUCATION AND TRAINING</b>		
a) Qualified Teachers' Status	AF	✓
b) Relevant and recent Inset	AF	
c) Additional qualification(s) in SEN (Desirable)		
<b>2. KNOWLEDGE/SKILLS/ABILITIES</b>		
a) Successful teaching experience, including work with pupils with Social, Emotional and Mental Health	AF/I	✓
b) The ability to work with other teachers, and to support and supervise Teaching Assistants.	AF/I	✓
c) The ability to take responsibility for a subject area of the curriculum (as mentioned in the advertisement).	AF/I	✓
d) The ability to organise and deliver INSET to Team members and school staff.	I	
e) The ability to work independently, and to organise and manage a personal workload. (This may involve movement between schools).	I	
f) An adaptable and sensitive approach to working alongside and advising classroom teachers in a variety of schools and an awareness that school philosophies differ.	AF/I	✓
g) The ability to respond quickly and effectively to emergency situations in schools and to be able to speedily initiate realistic and effective strategies to support school staff, pupils and parents.	I	
h) Experience of assessment and monitoring of individual pupil progress.	AF/I	✓
i) The ability to establish and maintain a good working relationship with children, parents, class teachers, Governing Body and other professionals.	I	



CRITERIA OR REQUIREMENTS	Method of Assessment	Short-listing Criteria
<p><b>3 . OTHER JOB SPECIFIC REQUIREMENTS</b></p> <p>a) Commitment to the Council’s Equal Opportunities Policy and acceptance of responsibility for its practical applications.</p> <p>b) Evidence of promoting positive partnership with parents.</p> <p>c) Evidence of providing high quality education to all children.</p> <p>d) Understanding of Health and Safety issues.</p> <p>e) It is desirable that the outreach postholder can drive and holds a valid driver’s licence. Car user allowance is payable.</p> <p><b>DISQUALIFYING FACTOR</b></p> <p>1. Any indication of sexist, racist and anti-disability attitude or other attitudes inconsistent with the Council’s Equal Opportunities Policy.</p>	<p>AF/I</p> <p>I</p> <p>I</p> <p>I</p> <p>I</p> <p>AF/I</p>	<p>✓</p> <p></p> <p></p> <p></p> <p></p> <p>✓</p>

**AF = Application form**  
**I = Interview/Presentation**