Person Specification: Teacher – Echo Provision

SPECIALIST UNIT TEACHER: PERSON SPECIFICATION				
Attributes	Essential	How tested	Desirable	How tested
Qualifications/ Training				
Education	Qualified teacher status.	AF	Postgraduate courses. A degree or equivalent. Higher degree qualification.	AF
Professional Development	Evidence of participation in INSET.	AF	CPD relating to SEND needs and communication challenges	AF
Experience				
Teaching	Teaching experience in primary age phase. Experience of teaching children with SEND needs	AF	Experience of teaching for more than 1 year. Experience teaching within a specialist setting.	AF
Leadership and Management Responsibility	Successfully managed classroom support and volunteers.	AF	Experience in leading staff training. Experience of curriculum subject leadership.	AF
Resources	Experience of managing and co-ordinating support staff. Experience of managing teaching resources.	AF/I	Experience of developing IT systems for resource management.	AF/I

TEACHER: PERSON SPECIFICATION				
Attributes	Essential	How tested	Desirable	How tested
Knowledge and Understanding				
National Framework	Awareness of current developments in education and the implications of these.	AF/I	Experience of an OFSTED inspection and its follow up.	AF/I
Teaching and Learning	Practical understanding of up-to-date pedagogy. Practical understanding effective teaching and evaluation strategies. Understanding of actions to be taken to promote inclusion and prepare pupils to live in a culturally diverse society. Understanding of Spiritual, Moral Social and Cultural development. Demonstrate outstanding teaching practice.	AF/I AF/I AF/I I	Experience of monitoring and evaluating teaching, learning, planning and assessment. Experience of disseminating teaching practice to other colleagues	AF/I AF/I
Standards	Understand characteristics of an effective school and SEND provision. Demonstrate strategies for raising pupil achievement and managing complex behaviour. Understanding of how to set targets and track pupils. Knowledge of the SEND Code of Practice and Equalities Duty. Understanding of the SEND Ranges Experience of analysing and interpreting school data.	AF/I AF/I AF/I	Involvement in school improvement work	AF/I
National Curriculum	Understand the planning of the National Curriculum, including assessment, recording and reporting. Experience of adapting the curriculum to meet the needs a range of learners.	AF/I	Experience of leading a curriculum subject across the age range of the primary school.	AF/I
Parents and Community	Understanding of the role which can be played by parents and the community in supporting children. Understand the importance of involving parents in their child's education.	AF/I	Experience of working directly with parents and involvement with the local community.	AF/I
Governance	Awareness of the role of Governors.	AF/I	First hand experience of work with Governors.	AF/I

TEACHER: PERSON SPECIFICATION				
Attributes	Essential	How tested	Desirable	How tested
Skills				
Management	Experience of effective management of children and staff within a classroom setting. Proven ability to manage time independently and with ability to meet deadlines.	AF/I	Played a role in implementing a School Development Plan or Action Plan.	AF/I
Relationships	Able to establish and develop good relationships with all involved in the school.	I	Commitment to the school's wider community, other educational establishments, LA and Diocese.	I
Interpersonal and communication skills	Positive and energetic approach to work. Ability to communicate effectively in writing and orally. Flexible and approachable. Resilient under pressure.	AF/I AF/I I AF/I	Competent in the use of ICT. Able to deal sensitively with people to resolve conflicts.	AF/I
Attitudes				
Education Philosophy	A commitment to raising achievement through partnership with parents and staff. A determination to progress school improvement and a desire to ensure the best learning takes place with accelerated progress. A willingness to develop the school's Christian ethos.	I I I	Some understanding of the way schools can promote values and a moral code. An understanding and appreciation of the value of the school ethos. Understanding of Christian ethos.	AF/I I AF/I
Staff Development	Committed to the development of all teaching and non-teaching staff in designated areas of responsibility.	I	Played a leading role in establishing a staff development programme in a specified area of responsibility.	AF/I
Equal Opportunities	Commitment to equality of opportunity. Commitment to race and gender equality and social inclusion.	I	Understanding of the need to promote positive role models.	AF/I

AF = Application Form
I = Interview and other activities