



Specialist Teacher – Alternative Provision

Person Specification

Attributes	Essential	Desirable	Criteria used for Assessment
Qualifications			
Qualified Teacher Status.	X		Application
Evidence of continued professional development where applicable.		X	Application
Experience: The Specialist Teacher should have experience of:			
Knowledge of strategies to improve the quality of learning and teaching.	X		Interview
Knowledge of the National Curriculum or Early Years Framework.	X		Application
Knowledge of working across the primary age range.	X		Application
Knowledge of building effective relationships with parents and carers.		X	Reference
Knowledge of SEND Code of Conduct and best practice strategies.	X		Interview
Knowledge and Understanding: The Specialist Teacher should have knowledge and understanding of:			
Theory and practice of providing effectively for the individual needs of all children.	X		Application/Interview
Statutory National Curriculum requirements.	X		Interview
Monitoring, assessment, recording and reporting of progress and attainment.	X		Reference/Interview
Statutory requirements of legislation concerning Equal Opportunities, Health and Safety, SEND and Child Protection.	X		Application/Interview
Individual plans and the implementation of these that lead to progress.		X	Interview
Skills: The Specialist Teacher will be able to:			
Promote the school's aims positively, and use effective strategies to monitor motivation and morale.	X		Reference
Develop good personal relationships within a team.	X		Applic/Ref
Establish and develop close personal relationships with parents and carers, governors and the community.		X	Applic/Ref
Communicate effectively to a variety of audiences.	X		Inter/Ref
Create a happy, challenging and effective learning environment.	X		Applic/Ref
Personal Qualities			
Approachable.	X		Reference
Committed.	X		Reference
Empathetic.	X		Interview
Enthusiastic.	X		Interview
Patient.	X		Interview
Resilient.	X		Interview
Resourceful.	X		Reference