**Person Specification**

**Teacher**

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| **Factor** | **Essential** | **Desirable** | **Assessment\*** |
| **Qualification** | * Qualified Teacher Status (or currently in teacher training).
* Degree at level 2:2 and above or equivalent.
 | * Evidence of further professional qualification.
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| **Experience** | * Up to date experience of working with children in a learning environment.
* Successfully directing and managing a class of pupils.
* Working effectively with parents and other agencies
* Setting appropriate learning objectives.
* Adapting learning plans for individual pupils.
* Monitoring and recording pupils’ academic development.
* Marking work against the national curriculum.
* Producing pupils’ academic reports.
 | * Working with pupils with SEN.
* Experience of working with children who have emotional and behavioural difficulties (EBD).
* Teaching experience across different Key Stages
 | A, I, R |
| **Skills and Knowledge** | * Up to date knowledge of the school curriculum.
* Excellent subject knowledge.
* An ability to deliver consistently good or better teaching.
* An ability to plan and deliver exceptional learning opportunities to meet a range of abilities and interest including children identified as having SEN or AG&T.
* Knowledge and experience of planning provision.
* A commitment of the principles of high quality SEN provision.
* Excellent behaviour management techniques and skills.
* Ability to use a range of ICT effectively and creatively as a tool for learning.
* Understanding of child protection and behaviour management procedures.
 | * A strong subject interest demonstrating passion and commitment to the subject area.
* Experience of managing and deploying teaching assistants.
* Strong commitment to developing leadership sills.
* A willingness to undertake research to enhance Teaching and Learning.
 | A, I, R |
| **Personal Attributes** | * The ability work well alone and contribute as a team member.
* The ability to identify priorities, be self-motivated and manage time effectively.
* The ability to communicate effectively with a wide range of people including children, staff, parents and Governors.
* Ability to work as a team.
* Ability to empathise with children.
* A commitment to their own continuing professional development.
* Reflective Practitioner.
 | * Willingness to offer extra-curricular opportunities for pupils.
 | A, I, R |

*\*Assessment Method – details how the criteria will be assessed*

***A*** *= Application Form,* ***I*** *= Interview,* ***R*** *= References,* ***D*** *= Documentary Evidence*