

Person Specification – Teaching Post

Factors	Essential	Desirable	How Identified
Qualifications	Qualified Teacher Status	Good Honours Degree (First or Second class)	Application Form.
Experience	Commitment and ability to working with children of all abilities, including those with SEND.	Understanding of attachment and trauma and the use of emotion coaching.	Application Form Selection procedure References
	Experience of utilising and managing resources in the classroom.	Effective deployment of teaching assistants.	Application Form; Selection procedure; References.
	Successful primary teaching experience	Variety of Primary/Secondary Phase experience in diverse cultural/social environment.	Application Form; Selection procedure; References.
	Ability to demonstrate knowledge of the promotion of equal opportunities in Education.	Any experience in specific equal opportunity work.	Application Form; Selection procedure.
Knowledge and Skills	Knowledge of the National Curriculum Knowledge of effective teaching and learning strategies		Application Form; Selection procedure; References.
	Ability to adapt teaching to meet children's needs. Ability to monitor, review and evaluate the educational progress of children.	Extensive experience of working with SEND children.	Selection procedure; References.
	Knowledge of the development of quality approaches to raising standards. A good understanding of child development and the process of learning.	Knowledge of OFSTED framework for Schools.	Application Form; Selection Procedure; References.
	Effective communication skills and ability to relate to people at a variety of levels (internal and external to the school).	Knowledge of attachment, trauma and relational approaches.	Selection procedure; References.
	Ability to work as part of a team and to build effective relationships with children.	Knowledge of emotion coaching and/or a willingness to train and use the approach	Selection procedure.
	Knowledge of guidance and requirements around safeguarding children.	Knowledge of current issues surrounding the Education Service.	Application Form; Selection procedure.
	Use of effective behaviour management strategies.	Ability to articulate a clear philosophy of Education.	Selection procedure.
Personal Qualities	A person is sought who can offer: <ul style="list-style-type: none"> • a love of children; • enthusiasm; • energy; • dynamism; • imagination; • forward-looking approach; • resilience; • a participate/collaborative working style; • flexibility and an easy-going nature; • caring and understanding attitude to enhance the ethos of the school • a sense of humour. 	<ul style="list-style-type: none"> • Interests other than in Education. 	