

# Hawes Down Primary School

The Mead, West Wickham, Kent BR4 0BA

Head Teacher: Mr M De Freitas

Telephone: 020 8777 4174

E-mail: [office@hdps.org.uk](mailto:office@hdps.org.uk)



## Class Teacher - Personal Specification

### 1. Qualifications

Essential	Desirable	Notes
1.1 Qualified Teacher Status (QTS)		

### 2. Professional Experience: Teaching

Essential	Desirable	Notes
2.1 Recent experience of teaching pupils with additional needs (in substantive post or on teaching placement).		
2.2 Experience of teaching a wide range of pupils with a strong commitment to equality of opportunity in principle and practice.		

### 3. Skills and Abilities

Essential	Desirable	Notes
3.1 Evidence of exciting and engaging classroom practice.		
3.2 Evidence of innovative and creative collaborative work with colleagues.		
3.3 Evidence of successful multi-agency working.		
3.4 Proven ability in working successfully as part of a staff team.		
3.5 Evidence of knowing how to evaluate one's own strengths and areas for development.		
3.6 Evidence of high levels of professionalism within a challenging environment.		
3.7 Evidence of successful and personalised work with families.		
3.8 Evidence of effective delegation to support staff.		
3.9 Able to retain confidentiality at all times.		

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4. Knowledge		
Essential	Desirable	Notes
<p>4.1 Knowledge and experience of current good practice within a specialist classroom.</p> <p>4.2 Knowledge of recent curriculum and assessment developments in specialist education.</p> <p>4.3 Knowledge of child development as this pertains to effective teaching and learning.</p> <p>4.4 More extensive knowledge and interest within at least one area within the SDP.</p> <p>4.5 Knowledge of successful practice in teaching pupils with complex needs.</p>		
5. Personal Skills		
Essential	Desirable	Notes
<p>Proven ability to:</p> <p>5.1 Generate enthusiasm for new ideas in both pupils and staff.</p> <p>5.2 Inspire others with confidence.</p> <p>5.3 Communicate effectively to groups and individuals.</p> <p>5.4 Demonstrate a flexible approach to a variety of issues and a willingness to listen to others.</p> <p>5.5 Analyse situations, to prioritise and to help to implement realistic solutions.</p> <p>5.6 Provide advice and guidance to parents in a positive and clear manner.</p> <p>5.7 Remain calm when working under pressure.</p>		
6. Philosophy		
Essential	Desirable	Notes
<p>6.1 Commitment to the provision of high quality education for all pupils.</p> <p>6.2 Expectation of high pupil achievement.</p>		

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6.3 Respect for pupils' individual differences.		
6.4 Commitment to parental partnership in education and developing links between school, home & the community.		
<b>7. Safeguarding &amp; Equal Opportunities</b>		
Essential	Desirable	Notes
7.1 Evidence of a commitment to promoting the welfare and safeguarding of children.	1. Recent safeguarding training.	
7.2 Evidence of a commitment to inclusion.		
7.3 A commitment to ensuring equality of opportunity with regard to all aspects of school life.		
7.4 A commitment to extra-curricular aspects of school life.		