**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 * Experience of teaching (insert subject if applicable) | * Evidence of further professional qualification | D |
| **Experience** | * Up to date experience of working with children in a learning environment * Successfully leading and managing a class of pupils. * Be able to work 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. | * SEN experience * Experience of working with children who have emotional and behavioural difficulties (EBD). * Teaching experience across 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 independently and contribute as a team member * The ability to determine 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*