**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*