

## PERSON SPECIFICATION

### Class Teacher

Qualifications, Training and Experience	Essential	Desirable	How Identified
Qualified teacher status	✓		Application
Degree or equivalent	✓		Application
Successful and varied experience across Post 16, Secondary, Primary or Early Years Foundation Stage	✓		Application/ Interview
Experience of delivering the curriculum to pupils with SEN, including those who have Communication & Interaction Difficulties		✓	Application/ Interview
Qualification in Special Educational Needs		✓	Application
Experience in line management		✓	Application/ Interview
Undertaken OR willing to undertake recent and relevant safeguarding training	✓		Application/ Interview
Willing to take responsibility for own professional development through engagement with induction programme and ongoing training	✓		Interview/ Reference
Team Teach trained or willingness to attend training	✓		Application/ Interview
First Aid trained or willingness to attend training		✓	Application/ Interview
Skills and Knowledge	Essential	Desirable	How Identified
Knowledge of guidance and requirements around safeguarding children	✓		Interview
An awareness and understanding of guidance around equal opportunities and inclusion	✓		Interview
Ability to communicate confidently, professionally and sensitively with colleagues and outside agencies; working in partnership to enable children's successful learning	✓		Interview
The ability to remain calm in stressful situations	✓		Interview
Good literacy and numeracy skills	✓		Test
Good organisational skills	✓		Interview
Ability to build effective working relationships with pupils and adults	✓		Interview/ Reference
Able to work in a team but use their own initiative	✓		Interview
Able to follow procedures	✓		Interview
Knowledge of how to help adapt and deliver support to meet individual needs	✓		Interview
Subject and curriculum knowledge relevant to the role, and ability to apply this effectively in supporting teachers and pupils	✓		Application/ Interview
Good ICT skills, particularly using ICT to support learning	✓		Test/Interview

Understanding of roles and responsibilities within the classroom and whole school context	✓		Interview
Ability to devise and deliver learning programmes	✓		Interview
Knowledge and understanding of teaching and learning	✓		Application/ Interview
Ability to implement the school's policies, practices and guidelines	✓		Interview

<b>Personal qualities</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
Enjoyment of working with children	✓		Interview
Sensitivity and understanding, to help build good relationships with pupils	✓		Interview
A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school	✓		Interview
Commitment to maintaining confidentiality at all times	✓		Interview
Commitment to safeguarding pupil's wellbeing and equality	✓		Interview
Highest levels of professional and personal integrity.	✓		Interview/ Reference
Flexible	✓		Interview
A strong commitment to the personal, social and health development of young people	✓		Interview
Personal resilience, persistence and perseverance	✓		Interview
Commitment to undertaking training where required	✓		Interview/ Reference
Sense of humour	✓		Interview
Set a good example in terms of punctuality and attendance	✓		Reference
Positive problem-solving attitude	✓		Interview
<b>Other Conditions</b>	<b>Essential</b>	<b>Desirable</b>	<b>How Identified</b>
This post will involve contact with vulnerable groups (children, young people and/or adults) and is therefore exempt from the Rehabilitation of Offenders Act 1974 and subject to an Enhanced Disclosure and Barring Service check. This exemption means that applicants for this post are required to declare all criminal convictions, cautions, reprimands and bindovers both spent and unspent in their application, regardless of the passage of time.	✓		Pre-employment checks
Must satisfy relevant pre-employment checks	✓		Pre-employment checks